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ABSTRACT

The third edition of Manpower Research and Development Projects presents descriptions of 455 projects which are grouped by subject matter to facilitate description of the research and development program and the use of the material. The 199 doctoral dissertation grants and the 12 manpower research institutional grants are classified by subject matter in the index only. Items are grouped by completion status in all chapters. A new feature of this year's edition is a listing, where relevant, of reports emanating from each project and information about where they may be obtained. Project reports are grouped under the following headings: programs for the use and development of manpower; special target groups; manpower program planning and administration; the labor market; and manpower, economic, and social policies. Two appendixes, important for those interested in submitting proposals for research and development projects, give guidelines for submission of proposals and the text of the Manpower Development and Training Act of 1962 which outlines the goals and functions of the research and development program. The volume concludes with four indexes: contractor and grantee organizations; individuals associated with contracts and grants; contract and grant numbers; and research subjects. (Author/NH)

Manpower Research and Development Projects

1973 EDITION
U. S. DEPARTMENT OF LABOR

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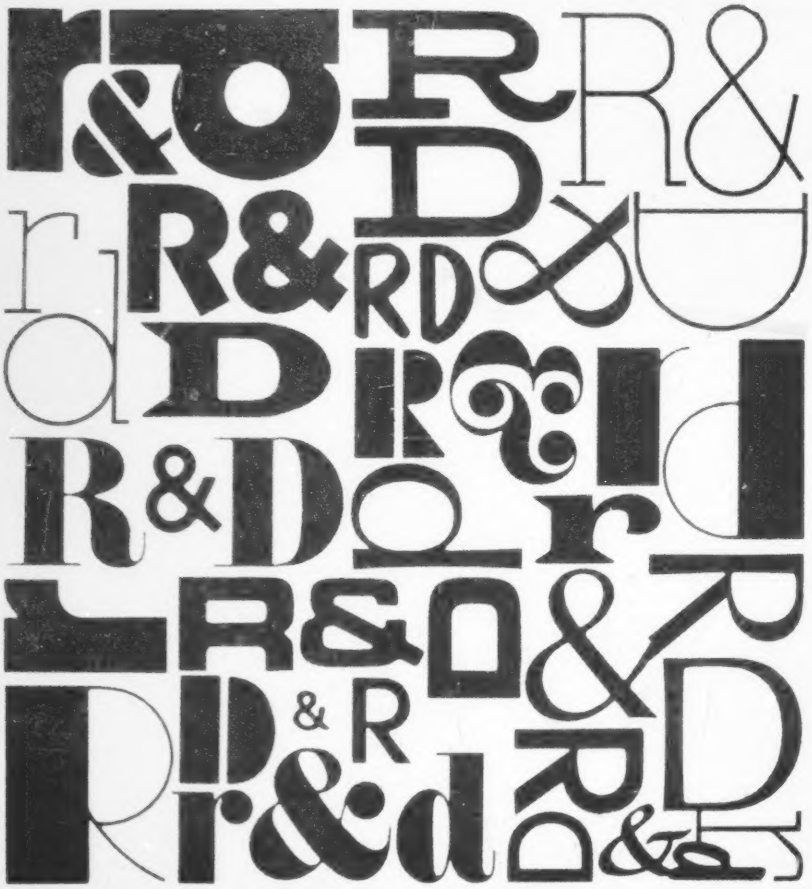

Manpower Administration

Manpower Research and Development Projects

1973 EDITION

U. S. DEPARTMENT OF LABOR
Peter J. Brennan, Secretary
Manpower Administration

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INTRODUCTION

This year's edition of *Manpower Research and Development Projects* is the third of the same title. For fiscal years 1963-70, when the research projects and the development (or experimental and demonstration) projects were separately administered, the annual catalogs covered only research projects.

The 455 projects represented in Chapters 1 through 5 are grouped by subject matter, in the hope that the grouping will facilitate both description of the research and development program and use of the material by recipients of the book.

The 199 doctoral dissertation grants in Chapter 6 and the 12 manpower research institutional grants in Chapter 7 are not classified by subject matter in the body of the book (although they are in the index).

In all chapters, the items are grouped by completion status. Under each subject, the first section describes projects which were ongoing as of June 30, 1973; the second, projects completed between July 1, 1972, and June 30, 1973; and the third identifies projects completed during the fiscal years ending June 30, 1971 and 1972. An innovation in this year's book is the listing at the end of the individual project descriptions of reports emanating from the project and information about where they may be obtained.

Users of the book are urged to comment on the utility of the taxonomy of manpower research and development which is implicit in the subject matter groupings and the subject index. Because of the growing volume of completed projects, the Manpower Administration is exploring the feasibility of establishing an information storage and retrieval system for the research and development program. If such a system is to be useful, information is needed on the access and retrieval approaches of different groups of users. Any users' comments on the taxonomy may be sent to the Manpower Administration's Office of Research and Development, Division of Research and Development Utilization, Washington, D.C. 20210.

For persons who are interested in submitting proposals for research and development projects, the Appendixes are perhaps the most important section of the book. They give guidelines for the submission of proposals (no application form is needed) and the statutory language which outlines the goals and functions of the research and development program. Those who wish to submit proposals are urged to study these appendixes thoroughly before doing so.

SOURCES OF REPORTS ON RESEARCH AND DEVELOPMENT PROJECTS

PLEASE READ CAREFULLY TO AVOID UNNECESSARY DELAYS IN OBTAINING REPORTS

This book lists projects completed during fiscal years 1971-73. *The limited supply of these reports permits free distribution through the Manpower Administration only on a highly selective basis.* Accordingly, arrangements have been made for sale of the reports through two federally operated information storage and retrieval systems. These arrangements, as well as other sources of the reports and related publications, are indicated in the lists at the end of each section. The key to the abbreviations used there and instructions for obtaining the publications are as follows:

NTIS–National Technical Information Service, Operations Division, Springfield, Va. 22151. Paper copies cost $3; microfiche (mf) copies $0.95, unless otherwise indicated. Send remittance with order directly to NTIS and specify the accession number (AD or PB plus a 6-digit number) given in the listing.

GPO–Government Printing Office. Send orders directly to Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402, with remittance for specified amount.

MA–Manpower Administration. Single copies free upon request to U.S. Department of Labor, Manpower Administration, Associate Manpower Administrator, Washington, D.C. 20210, as long as they are available.

Reports on dissertation research grants (listed in Chapter 6) can sometimes be purchased from University Microfilms, Inc., 300 North Zeeb Road, Ann Arbor, Mich. 48102, as well as from NTIS.

Other sources are indicated for a few publications. Order from the specified source or, for books, from bookstores.

In addition, summaries of reports completed after this volume was prepared are available from the Manpower Administration's Office of Research and Development. Copies of the full reports are available for inspection in that office and in regional offices of the Manpower Administration. (See addresses on inside back cover.)

1. PROGRAMS FOR THE USE AND DEVELOPMENT OF MANPOWER

APPRENTICESHIP

ONGOING PROJECTS

1.1 CORNELL UNIVERSITY
ITHACA, N.Y.

Grant 21-36-73-39
Funded to February 1, 1974

Dr. Felician F. Foltman, Department of Manpower Studies
Conference on Apprenticeship

This grant is for the organization of a conference of researchers and program and policy staff to examine research-validated suggestions for improving the apprenticeship system. Thereafter national and State officials and other key individuals with operational responsibilities for apprenticeship programs will be interviewed for their reaction to conference recommendations, and a final report to policymakers will be prepared.

1.2 DEVELOPMENT SYSTEMS CORPORATION
CHICAGO, ILL.

Contract 82-17-71-48
Funded to June 30, 1974

Development and Implementation of a Performance-Based, Individualized Instructional System for Technical and Apprentice Training

This project attempts to demonstrate—through the application of modern instructional technology—that a performance-based, individualized, self-paced apprentice training system can produce competent, well-rounded tradesmen more efficiently (at less cost and in shorter time) than conventional systems.

It is also attempting to show that apprentice training can be made available to a broader population of applicants through the use of a system that utilizes, rather than ignores, individual differences in learning ability and requires a level of verbal skill appropriate to the level needed to perform the journeyman's job.

The project is to produce a model apprentice training system which should have implications for the broader fields of technical training and vocational education.

To achieve these objectives, the new apprentice training system will consist of self-paced, task-achievement oriented materials covering the tasks normally taught during an apprentice's first year of training. Both the shop and related instructional materials are to be carefully integrated and based on the same task analysis.

The project is also developing performance-type proficiency tests to measure the relative effectiveness of this training and to provide a model for tests that can be used for selecting and/or evaluating trainees in other occupational groups.

The new system will be thoroughly evaluated through statistical analyses of training time required and achievement levels attained as a function of type of training received and scores on apprentice entrance examinations. Accept-ability of the new system will be evaluated through interview and questionnaire information collected from trainees, journeymen, instructors, and company administrators.

1.3 NATIONAL JOINT APPRENTICESHIP AND TRAINING COMMITTEE FOR OPERATING ENGINEERS
WASHINGTON, D.C.

Grant 21-11-73-12
Funded to February 15, 1974

Reese Hammond, Department of Research and Education, International Union of Operating Engineers

Dual Enrollment as an Operating Engineer Apprentice and an Associate of Science in Engineering

This 18-month pilot project will provide on-the-job training and attendance at 2-year junior colleges for about 90 apprentices who, on completing the prescribed requirements, will be awarded Associate of Science in Engineering degrees as well as certification as journeymen operating engineers. The project will find out whether these men will then be accepted by 4-year colleges for the regular baccalaureate program.

About 30 newly indentured operating engineer apprentices will be enrolled at each of three junior colleges. Control groups will also be constituted. An advisory committee of trade union, employer, academic, and government representatives will assist with the direction and operation of the project. The curriculum will be reviewed at the end of 1 year, and a comprehensive program review at the end of the project will determine future direction.

1.4 NATIONAL TOOL DIE AND PRECISION MACHINING ASSOCIATION
WASHINGTON, D.C.

Contract 82-11-72-11
Funded to July 1973

Norton Munn, Manager Training

Accelerated First Year On-the-Job Training (OJT) Program for Precision Machinist Apprentices

This project is to develop and assess a model for the first year of OJT for precision machinist in the tool, die, and precision machining industry. The project is testing a training system based on the apprentice's own pace of learning to perform specific tasks rather than the conventional timeframe associated with apprentice training.

Current apprenticeship standards will be examined and task analyses will be conducted to determine the actual job requirements. From this, a new system including specific guidelines and procedures will be developed.

The system will be field tested by selecting two groups of 60 trainees. One group will be enrolled in the new system. The second group of 60 will use the existing system and will serve as a control group.

1.5 NORTHEASTERN UNIVERSITY
BOSTON, MASS.

Contract 82-25-71-21
Funded to September 1973

Dr. Morris A. Horowitz, Department of Economics

The Role of Related Instruction in Apprenticeship Programs

This study is investigating the contribution of related classroom instruction in apprenticeship and will make recommendations for the improvement of such instruction.

The researcher is to assess both the positive and negative aspects of related instruction in three trades in the Boston area. The content of related instruction programs will be examined to assess their relevance and to determine whether the related instruction is timed to coincide with job tasks currently assigned to apprentices. Other factors such as breadth of competency, development of independent judgment, and the potential for occupational mobility are to be investigated, along with effects of training on the dropout rate, the duration of training, and the preparation of craftsmen in the trades under study.

COMPLETED PROJECTS

1.6 BRANDEIS UNIVERSITY
- WALTHAM, MASS.

Contract 82-25-71-36

Dr. Dennis A. Derryck

Improving the Retention Rate of Indentured Apprentices Placed by Apprenticeship Outreach Programs

This project examined both the needs of indentured apprentices and existing institutional arrangements that facilitate the retention of minority apprentices placed by the Apprenticeship Outreach Program (AOP). Active and inactive apprentices, apprenticeship coordinators, and the staffs of AOP's were interviewed in four cities to determine the nature of the problems faced by indentured apprentices.

The investigator found three main reasons why minority apprentices drop out: Racial discrimination; customs and tradition; and on-the-job problems peculiar to the industry. Limited AOP staff resources permit little attention to followup services once an apprentice has been indentured. A notable exception was Cleveland's AOP, which had a much higher retention rate than the other three cities because a staff member is assigned solely to followup activities.

*NTIS–PB 221245.

1.7 THE UNIVERSITY OF CHICAGO
- CHICAGO, ILL.

Contract 82-17-71-40

Dr. Myron Roomkin, Graduate School of Business

Improving Apprenticeship: Employer and Union Reactions to Foreign Training Practices

This study reviewed information on foreign apprenticeship practices and identified those that appeared suitable for use in this country. To determine the feasibility of adopting them, the reactions of unions and employers were solicited through mail questionnaires and interviews in the Chicago SMSA. Data on employers were collected from a sample of 1,000 firms selected at random and a second sample of 250 firms that have sponsored apprenticeship programs.

The reactions of unions and employers to the various innovations suggested in the literature differed substantially. The unions generally held that while some improvements in apprentice training were desirable, the system did not need dramatic reform. Among improvements acceptable to them were changes in the referral system, better training facilities, and the modernization of the curriculums.

Employers generally were receptive to the following proposals, some of which were more widely favored than others: Improved high school vocational education; reorganized instruction by stages to train specialists; a 5 to 10 percent subsidy of apprentice wage costs during the first 2 years of training; creation of a skill training center; stipends to apprentices; and research to shorten the duration of the program.

The investigator concluded that the generally favorable reactions should be regarded as further encouragement to the Government to improve the apprenticeship system.

*NTIS–PB 222830 ($4.25; mf $1.45).

1.8 THE UNIVERSITY OF TEXAS
• AUSTIN, TEX.

Contract 82-48-71-28

Dr. F. Ray Marshall and Robert W. Glover, Center for the Study of Human Resources, The University of Texas; and William S. Franklin, Department of Economics, Florida International University

A Comparison of Construction Workers Who Have Achieved Journeyman Status Through Apprenticeship and Other Means

This study sought to find out how completing an apprenticeship affects the employment of construction craftsmen and how informally-trained journeymen learn their trade and enter union membership. Six trades were studied: bricklayers, carpenters, electrical workers, ironworkers, plumbers and steamfitters, and sheetmetal workers. The feasibility of obtaining the necessary information was tested in Atlanta, Austin, and New York, and the study was then expanded to Columbus (Ohio), Houston, Chicago, Jackson (Miss.), Oakland and San Francisco. In all nine cities, union officials, employer representatives, and other knowledgeable persons were asked about the requirements for entry into the union through apprenticeship and other routes (including transfers from other locals and direct admission), and for the issuance of temporary work permits. In the six cities covered in the expanded study, about 1,100 active journeymen were interviewed for information on how they entered the union, and union records of employer payments for pension and health and welfare benefits were used to compare annual hours of work for men entering through apprenticeship with those for other journeymen. Finally, selected employers were asked how their supervisors had acquired their training.

The advantages of apprenticeship were apparent in the findings. Apprentice graduates worked more hours, became journeymen faster, and were more likely to become supervisors and to acquire supervisory status faster.

Forty-nine percent of the journeymen interviewed had entered the union through apprenticeship. Most of the informally trained men either picked up the trade as laborers or helpers and then worked on a permit in the union before gaining membership, or became members when the open shop in which they were employed was organized. Other sources of training included public and private vocational schools, related industrial experience, the military, and, for a few men, government training programs.

In comparison with other journeymen, the apprentice-trained were much younger (about 37 vs. 46 on the average), better educated, and more likely to have had friends and relatives in the trade when they entered it. Except for the ironworkers and the sheetmetal workers, they were also less likely to be members of a minority group (6 vs. 10 percent overall).

Apprenticeship became important as an entry route for all trades during the 1950's, but thereafter continued to grow as a source of journeymen only for the sheetmetal workers and the ironworkers. At the time of the interviews in 1972-73, the proportion of journeymen who were apprenticeship graduates ranged from 22 percent of the ironworkers to 61 percent of the bricklayers, plumbers, and pipefitters.

Local union policies concerning admission—whether to apprenticeship or to journeyman status—resembled each other more within a given international union than within a given city. Admission requirements (covering such matters as age, education, experience, tests, vouchers from members or employers, approval by membership vote, and initiation and other fees) were generally most stringent for plumbers and pipefitters, followed by electrical workers, sheetmetal workers, ironworkers, carpenters, and bricklayers. Apprenticeship requirements were more stringent and more uniform than the standards for direct admission as journeymen. Policies on granting work permits (to nonunion men as well as travelers from other locals), transfers from other locals, and admitting nonunion journeymen directly seemed to vary with the tightness of the labor market and the presence of nonunion competition. The system was not so rigid, the researchers concluded, that supplies of craftsmen did not adapt fairly readily to fluctuating demand.

If demand could be regularized, the increased demand for well-trained craftsmen should be met by expanding and improving apprenticeship and upgrading programs for journeymen. Noting the increasing rate at which minorities are entering apprenticeship, primarily through apprenticeship outreach programs, the authors advocated that the outreach concept be extended to journeymen. They also called for the establishment of a union-management-public board in each craft to adopt uniform standards for journeymen and to approve local deviations from those standards, and the right of appeal for individuals who think they are unjustly denied admission.

*NTIS.

1.9 STATE OF WISCONSIN DEPARTMENT OF INDUSTRY, LABOR, AND HUMAN RELATIONS

- MADISON, WIS.

Grant 92-53-70-17

Women in Wisconsin Apprenticeships

This project sought to analyze the barriers to women entering the skilled trades and to develop and demonstrate ways of easing their entry into the Wisconsin apprenticeship system. It focused on public education, advocacy, and direct intervention to expose the myths about "women's work" and to change the attitudes of employers, unions, public school officials, the employment service, and the State apprenticeship staff which are responsible for sex stereotyping and the relegation of women to low-paying jobs. In the third and final year, the project conducted followup surveys of female apprentices and their employers to gain further insights into the reasons why women enter and drop out of apprenticeship programs, and the motivations and attitudes of employers in hiring and training women.

During the course of the project there was no dramatic increase in the total number of female apprentices, due in part to a downturn in the economy. However, there was a significant shift from the three predominantly "female trades" to involvement in some 50 different trades. Compliance with regulations of the Equal Employment Opportunity Commission caused some change in discriminatory patterns.

The most persistent barrier was the reluctance of women to apply for apprenticeship openings. The weight of traditional thought about women's roles and about apprenticeship training as the domain of the male craftsman continued to serve as a powerful counterthrust. As the attitudes of parents, teachers, boyfriends, husbands, and employers change, more women will be likely to pursue vocational interests previously considered socially unacceptable.

1.10 THE UNIVERSITY OF WISCONSIN

- MADISON, WIS.

Contract 82-55-71-31

Dr. Gerald G. Somers, Department of Economics

Feasibility of Establishing a Demonstration Center for Apprenticeship and Other Industrial Training

This project was undertaken to investigate the feasibility of establishing an experimental apprenticeship and industrial training center whose costs and facilities would be equitably shared by employers, unions, and vocational training institutions in a given industry or craft.

The investigator surveyed attitudes toward the proposed center through interviews with employers, union officials, vocational educators, and officials of Federal and State apprenticeship agencies. He also reviewed current administrative funding procedures for apprenticeship and other training in this country and abroad.

The investigator found support for the demonstration concept and a willingness to cooperate in a number of experiments to test new training approaches. Many aspects of the proposed center are already underway informally in this country, Canada, and Western Europe.

*NTIS–PB 213555.

REPORTS

1.11

The Greater Washington Central Labor Council, AFL-CIO–No. 82-09-69-37.

Project Build: Pre-Apprenticeship in Construction Trades for Disadvantaged Youth; Skill Training for Adults to Attain Journeymen Status

NTIS–PB 199085.

EDUCATION

ONGOING PROJECTS

1.12 COLORADO STATE UNIVERSITY
FORT COLLINS, COLO.

Grant 21-08-73-29
Funded to January 31, 1974

Robert L. Darcy, Department of Economics

Transition from School to Work: Impact of an Experimental Manpower Economics Course on a Cohort of Ohio Secondary School Students

To test the hypothesis that an 8th-grade course in manpower economics will significantly ease the transition from school to work, this project is analyzing data on about 600 individuals who were 8th-grade students in 1967-68 in Lancaster, Ohio. Half of these had taken the manpower economics course, half had not.

Data on their socioeconomic background, their school experience, and their attitudes and knowledge of manpower economics in both the 8th and 12th grades are on file. Data are being collected to determine whether there were significant differences in the labor market experience after high school of the experimental and control groups and how such differences were related to their socioeconomic backgrounds, school experiences, and activities.

1.13 DEVELOPMENT ASSOCIATES, INC.
WASHINGTON, D.C.

Contract 20-11-73-02
Funded to August 31, 1973

Fred A. Garcia

Analysis of Impact of Utilization by Regular Manpower Agencies of E&D-Developed Basic Occupational Language Training (BOLT) Program

This project is: (1) Analyzing the nature and extent of changes in English-as-a-Second Language (ESL) and other manpower program services delivered by local agencies whose staffs received BOLT assistance; (2) appraising enrollee performance in BOLT; and (3) assessing the impact of this performance on enrollees' subsequent experience in manpower training and/or employment.

It will study the ESL services in 10 cities provided by 30 local agencies that received BOLT assistance from the National Puerto Rican Forum (see 1.24). Data will be obtained from all Spanish-speaking enrollees that entered the program in these 10 cities between October 1972 and March 15, 1973, and from a control group of 250 currently entering the program in five of these cities. Analyses will include comparisons of pre-BOLT with post-BOLT statistics, and actual BOLT outcomes with those predicted by the E&D project. An attempt will also be made to correlate BOLT outcomes and potential influencing variables.

1.14 HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Contract 81-11-71-10
Funded to September 1973

Dr. John H. McArthur, Graduate School of Business Administration

Students from Disadvantaged Minority Groups

This project will: (1) Identify modifications to make the Master in Business Administration program at Harvard more effective in providing services to minority students; (2) document modifications actually undertaken; and (3) analyze their effectiveness in promoting the employment of minority graduates in careers in business administration. The last objective is paramount in efforts to open new fields for all qualified personnel, especially for those minority group members previously denied equal employment opportunities.

The study group consists of 150 to 175 minority graduates and a control group of graduates from Harvard's more traditional pool of students.

This project is jointly funded with the U.S. Office of Education.

1.15 INDIANA UNIVERSITY FOUNDATION
BLOOMINGTON, IND.

Contract 82-18-71-24
Funded to August 1973

Dr. Ernst W. Stromsdorfer, Department of Economics

Economic and Institutional Aspects of the Cooperative Vocational Educational Program in Dayton, Ohio

This project will make an institutional and economic analysis of an exemplary cooperative vocational education program in Dayton, Ohio. Answers are to be sought to the following questions: To what degree does the program facilitate the transition from school to work? To what degree does the program increase the effectiveness of scholastic performance? To what degree can the program be generalized across the larger student body and, especially, disadvantaged groups?

1.16 INDIANA UNIVERSITY FOUNDATION
BLOOMINGTON, IND.

Contract 82-18-71-29
Funded to August 1973

Dr. Ernst W. Stromsdorfer, Department of Economics

Economic Aspects of the Work Experience and Career Exploration Program

This project is measuring the impact of the Work Experience and Career Exploration Program (WECEP) on the scholastic performance and school adjustment of 14- and 15-year-old high school students who may be dropout-prone, disadvantaged, or handicapped. With reference to the objectives of the WECEP program, which is designed to serve dropout-prone youth and is intended to make education more relevant to disoriented youth and increase their incentive to learn academic skills, a number of questions including the following will be considered: To what extent does enrollment in WECEP reduce the dropout rate and increase the attendance rate? Is there a positive relationship between length of enrollment in WECEP and a reduction in the probability of dropping out and increase in attendance; if so, of what magnitude? Is there a positive relationship between amount of earnings gained in the WECEP program and a reduction in the probability of dropping out and increased attendance; if so, of what magnitude? What is the relationship between enrollment in WECEP and scholastic performance, and do hours worked per week affect this relationship? What is the relationship between enrollment in WECEP and improvement in the labor market and scholastic attitudes and values?

1.17 NORTHEASTERN UNIVERSITY
BOSTON, MASS.

Contract 82-25-71-39
Funded to May 1974

Dr. Morris A. Horowitz and Dr. Irwin L. Herrnstadt, Department of Economics

Transition From School to Work: The Contribution of Cooperative Education Programs at the Secondary School Level

This is a study of: (1) The degree to which students from cooperative vocational education programs may be better equipped than other youth to find a first full-time job and better quality in the work they do find; and (2) the extent to which the working experience of graduates of cooperative vocational programs differs from that of other students. Secondary objectives include a determination of whether cooperative education is more likely to prevent students from leaving school prematurely and an identification of the method by which cooperating firms are "sold" on participation in cooperative education programs.

A mail survey showed that the 1966 graduates of cooperative and trade school programs earned higher hourly wages and had more occupational and employer stability than graduates of technical and general academic programs. More conclusive evidence, if any, on the differential effects of cooperative and regular vocational programs on postgraduation work experience will be obtained during the second phase. The class of 1972 graduates will be interviewed at three intervals. Control groups will also be interviewed and various statistical comparisons will be made with the test group. Information about the administration and the effectiveness of cooperative education will be obtained from teachers, school administrators, and employers.

1.18 TECHNICAL EDUCATION RESEARCH CENTER, INC.
CAMBRIDGE, MASS.

Contract 82-25-71-10
Funded to December 1973

Donna Seay

Model Program to Instruct Manpower Training Personnel in Selection and Application of Remedial Instruction Materials to Meet Individual Trainee Needs

The contractor is seeking to develop and test a training package to aid teaching personnel in manpower programs to select and administer remedial education materials to meet individual needs.

The contractor is to: (1) Develop and use programed materials to train administrators, counselors, teachers, and teacher aides to provide basic remedial education tailored to individual needs; (2) provide followup onsite technical assistance to trained staffs as they fit the individualized instruction procedures into their program structures; (3) assess the onsite impact of the new techniques implemented by trained staffs; (4) train a consortium of teacher-educators from colleges and universities to offer the training either pre- or inservice; (5) develop prototype materials, using a specific occupational cluster, for integrating basic education and skill training curricula.

Since July 1972, the contractor has refined the program, added and field-tested new materials in orientation, work-sampling, preemployability and complementary skills, and trained staffs in a number of sites in California, Alabama, Georgia, and Florida.

*1. Individualized Manpower Training System: Interim Report Through June 1972

NTIS.

*2. Final Assessment Report of Phase I (January 1971 through June 1972) prepared by

The Commission on Occupational Education Institutions of the Southern Association of Colleges and Schools

NTIS.

COMPLETED PROJECTS

1.19 BATTELLE MEMORIAL INSTITUTE
- COLUMBUS, OHIO

Contract 81-37-68-40

An Exploratory Study to Analyze New Skill Content in Selected Occupations in Michigan and the Mechanism for its Translation into Vocational Education Curricula

This project researched the possibility of improving the effectiveness of vocational course offerings by comparing the skills produced by school curriculums with the skills employers required. The principal objective was to recommend changes in the curriculums consistent with the findings.

Through interviews with employers, employees, and members of advisory committees in three Michigan cities, the researchers gathered information on current and prospective job content and skill requirements for 10 growth occupations deemed appropriate for vocational education: Automobile engine mechanic; bookkeeper; chef/cook; clerk-typist/clerk-stenographer; construction carpenter; construction electrician; dental assistant; licensed practical nurse; numerically controlled machine tool operator; and salesperson. Requirements were compared with the skills taught in curriculums to identify needed changes.

Varying degrees of success were achieved in implementing changes in school procedures. In many cases the funds were not available to introduce new, or modify existing, curriculums. A serious deterrent to the identification and reduction of skill discrepancies was the general lack of behaviorally stated objectives for the vocational programs studied.

The overall report outlines a method whereby school systems can design and maintain programs to develop student skills which correspond to employer-desired skills. Important features of the model are the development of behaviorally stated educational objectives for vocational programs and systematic followup surveys of vocational graduates. Separate section reports give details for the specified occupations.

*NTIS–PB 214745.

*Section Reports on:

1. Automobile Engine Mechanic

NTIS–PB 222958 ($6.50; mf $1.45).

2. Clerk Typist/Clerk Stenographer, Bookkeeper, and Sales Person

NTIS–PB 223085 ($3.75; mf $1.45).

3. Construction Electrician, Numerically Controlled Machine Tool Operator, and Construction Carpenter

NTIS–PB 223086 ($6.25; mf $1.45).

4. Chef/Cook, Dental Assistant, and Licensed Practical Nurse

NTIS–PB 223154 ($4.50).

1.20 BUREAU OF SOCIAL SCIENCE RESEARCH, INC.
- WASHINGTON, D.C.

Grant 21-11-73-24

Gene B. Petersen and Thomas F. Drury

Basic Education Services in Manpower Training Programs–A Report from the National Inventory of Manpower Programs

This report covers the extent, availability, and cost of basic and remedial education in various manpower programs administered by the Department of Labor. It discusses why basic education is provided, what types of organizations provide it, what texts and tests are used, how much instruction is necessary to advance one grade level, problems in staffing the programs, and the types of instructors and staff needed. The report reveals that the Department spends approximately $100 million annually on these programs and that more than 10,000 instructors are employed to teach in them.

*NTIS–PB 213360 ($6).

1.21 ROCHESTER JOBS, INC.

- ROCHESTER, N.Y.

Contract 82-34-70-33

Operation Young Adults: A Work-Study Program

This project, with the Rochester City School District as principal subcontractor, combined academic courses and work experience to demonstrate the relationship between education and the world of work for potential and actual junior high and high school dropouts.

The three components of the project–work experience, academic instruction to complement the work experience, and special counseling–were differentiated primarily by age grouping and type of work experience. The In-School Simulated Industry Program provided students aged 14 to 16 with work experience in a simulated industrial setting specially established in a separate facility. In the Industrial Work-Study Program, students aged 16 to 20 attended academic classes for one half of the day and worked at a paid job for the other. In the Housing Renovation Program, the 16 to 20-year group gained paid work experience in renovating dilapidated houses under the supervision of multiskilled instructors.

The final overall report describes the project in detail and the problems in getting it started and arranging for its continuation. Noted particularly is the need for cooperation among business, industry, school, labor, and social groups, and for a business climate that provides jobs for the students. The program is being continued by the Rochester City School District in a modified form.

*Final Report, July 1970-August 1971

NTIS–PB 203906.

*Final Report, July 1, 1970-August 31, 1972

NTIS–PB 214578.

1.22 VOCATIONAL GUIDANCE SERVICE

- HOUSTON, TEX.

Contract 82-46-68-42

Carol Anderson

Placement and Vocational Guidance Program for High School Youth

This project developed a program to help high school youth make the transition to suitable employment or training and introduced one-semester courses in the 10th, 11th, and 12th grades for this purpose.

Using a group process of instruction, the contractor: (1) Exposed students to national and local market information and manpower trends; (2) instructed them in techniques of seeking employment, in career planning, on-the-job behavior, and expectations; and (3) provided individual placement assistance.

Initially the project had a staff of five and involved 560 students from 16 high schools around Houston in the development, field-testing, and refinement of curriculum materials.

In December 1971, the Texas Education Agency funded the training of several levels of educational personnel, including administrators, State regional guidance coordinators, university staff (teacher/counselor educators), and independent school district counselors.

In July 1972, the contractor, assisted by funds from the Texas Education Agency, implemented the Group Guidance Program (GGP) statewide. Training was given to local, regional, and State educational personnel at each of the 20 Educational Service Centers in the State.

The materials developed by the project are designed for use by any high school counselor or teacher and thus can augment the number of personnel providing career guidance. Products included: (1) A comprehensive operations manual as a guide for project replication; (2) student curriculum guides and materials; and (3) a manual to train educational personnel in the use of the student curriculum materials, using task-oriented group processes. These are augmented by a multi-media training package of five sets of 35 mm. slides with accompanying keyed audio cassettes, and a series of video tapes illustrating the process in action.

*1. Career Guidance through Groups: A Job Placement and Group Vocational Guidance Service for High School Youth, Phase II

NTIS–PB 199475.

*2. The Operations Manual

NTIS–PB 222123 ($6).

*3. Curriculum Materials

NTIS–PB 222124 ($6).

*4. Workshop Training Manual

NTIS–PB 222411 ($4.75; mf $1.45).

*5. A Community Resource Manual–Prototype

NTIS–PB 222412 ($5.50; mf $1.45).

REPORTS

1.23
Rutgers–The State University, and New Jersey Department of Labor and Industry–No. 82-32-69-33.

Educational Advancement and Manpower Development for Wage Earners

NTIS–PB 205851 ($4.75).

1.24
Puerto Rican Forum, Inc., The –Nos. 82-34-68-04 and 82-34-69-28.

Project BOLT–Final Report for the Experimental and Demonstration Phase of the Basic Occupational Language Training Program

NTIS–PB 205424.

1.25
Tennessee State University–No. 92-45-70-03.

Final Report: Nashville Concentrated Employment Program: Literacy

NTIS–PB 208306 ($4.85).

1.26
Work Training Program, Inc.–No. 92-06-71-01.

Study of Reading Disorders in Relation to Poverty and Crime

NTIS–PB 209284 ($5.45).

SKILL TRAINING/WORK EXPERIENCE

Prisoners and Ex-Offenders

ONGOING PROJECTS

1.27 AMERICAN BAR ASSOCIATION
WASHINGTON, D.C.

Contract 82-11-72-02
Funded to October 31, 1974

James Hunt

Utilization of Findings on Offender Employment Restrictions

The principal objective of the project is to develop a program to help remove formal barriers to the employment of ex-offenders. The contractor will collect pertinent studies, monographs, findings, results, and analyses from the Department of Labor and other organizations and agencies, and will synthesize and package these materials and suggested solutions, including the Georgetown University Institute of

Criminal Law and Procedure study of statutory and regulatory restrictions on offender employment (see 1.41), for dissemination to local chapters of the American Bar Association and other interested persons and organizations. Individuals and organizations using these materials will be contacted in a followup activity designed to remove or alleviate offender employment restrictions.

*1. Removing Offender Employment Restrictions: A handbook on remedial legislation and other techniques for alleviating formal employment restrictions confronting ex-offenders.

NTIS.

*2. Laws, Licenses, and the Offender's Right to Work: A study of State laws restricting the occupational licensing of former offenders, including a model statute and analysis.

NTIS.

*3. Other materials, including publication lists and newsletters, are available from: National Clearinghouse on Offender Employment Restrictions, 1705 DeSales Street, N.W., Washington, D.C. 20036.

1.28 AMERICAN BAR ASSOCIATION
WASHINGTON, D.C.

Contract 21-11-73-32
Funded to March 31, 1974

Arnold Hopkins

Expansion of Pre-Trial Intervention Programs

The purpose of this grant is to stimulate the wider adoption of pre-trial intervention programs using local resources, based on the findings, recommendations, and experiences of Department of Labor efforts in this area.

Ten to 15 cities will be selected on the basis of need, receptivity, and potential resources for the organization of 6 to 10 pre-trial intervention programs, relying not on Department of Labor resources, but on the support of local budgets, private foundations, and other grant-in-aid sources.

The Bar Association will: (1) Communicate the values of the program to prosecutors, courts, and social service agencies; (2) explain the practical details of implementation (including safeguards to protect the public interest while helping offenders); and (3) provide models, handbooks, problem analyses, alternative approaches and solutions, research and demonstration results, and consultation, in the design of pre-trial intervention programs.

1.29 AMERICAN CORRECTIONAL ASSOCIATION
WASHINGTON, D.C.

Grant 92-24-72-37 (formerly Contract 89-11-71-01); Contract 89-24-72-02
Funded to September 30, 1974

Leon Leiberg

Experimental and Demonstration Program to Improve Communication and Coordination Between Paroling Authorities and Inmate Training Programs Under Section 251 of the Manpower Development and Training Act

Implementing three variations of a model, this experimental-demonstration project is examining the effectiveness of a technique to coordinate training, employment, and parole release. Under the plan, the inmate, the corrections staff, and the parole authority enter into an agreement in which the inmate is promised parole on a fixed date if he has achieved specific behavioral and training objectives. The project is being tried in Wisconsin, Arizona, and California and will include a followup of experimental and control groups 6 months after parole.

*Resource Document No. 1: Parole (Origins, Development, Current Practices, and Statutes), by William Parker

NTIS–PB 211187 ($6.75).

*Resource Document No. 2: Proceedings of the National Workshop of Corrections and Parole Administration, by Leon Leiberg

NTIS–PB 211188 ($4.85).

1.30 BATTELLE MEMORIAL INSTITUTE COLUMBUS, OHIO

Contract 89-39-72-01
Funded to June 1974

Dr. Girard W. Levy

A Survey of Vocational Training in Federal and State Correctional Institutions

This study is attempting to secure information on current vocational training programs and activities in correctional institutions. It will include: (1) Formal vocational training programs within the institution; (2) work assignments and on-the-job training; and (3) training programs and opportunities outside the institution. The study will utilize a mail survey to cover all Federal and State institutions for adult and juvenile offenders. Onsite surveys will also be utilized for a sample of the institutions.

1.31 BUREAU OF SOCIAL SCIENCE RESEARCH, INC. WASHINGTON, D.C.

Grant 91-11-71-32
Scheduled for completion in FY 1974

Dr. Albert D. Biderman

The Financial Resources of Ex-Prisoners

This project attempts to find out what economic resources prisoners have at the time of their release, under what conditions they are eligible for welfare payments, and what suggestions correction officials have for alleviating the financial problems of ex-prisoners.

Mail questionnaires are being sent to the superintendents of all State and Federal correctional institutions, with telephone and personal visits to all nonrespondents, and State and interstate variations in welfare regulations with respect to ex-offenders are being compiled and analyzed.

1.32 BUREAU OF SOCIAL SCIENCE RESEARCH, INC. WASHINGTON, D.C.

Contract 82-11-71-45
Funded to November 1974

Dr. Kenneth J. Lenihan

Study of Effects on Ex-Prisoners of Financial Aid and Employment Assistance Programs Designed to Facilitate Post-Release Adjustment

This project is testing the effects that experimental income assistance programs, or employment assistance programs, or both, have in reducing recidivism rates of released prisoners and in otherwise helping them adjust to a stable community life. It is: (1) Measuring the impact of income and employment assistance on reducing recidivism the first year after prisoners are released and in contributing toward gainful employment in the labor force; (2) identifying critical incidents which help contribute to the overall adjustment of ex-prisoners; and (3) measuring the net benefits from the programs studied by comparing the financial benefits occurring as a result of reduced recidivism rates against expenditures that might have been required for correctional purposes due to reincarceration.

A total of 500 prisoners will be selected from correctional institutions in Baltimore and will be assigned randomly to one of four groups, each consisting of 125 subjects as follows: (1) Subjects receiving both financial aid and employment assistance; (2) subjects receiving financial aid only; (3) subjects receiving employment assistance only; and (4) a control group of subjects who will not receive any services. Hard-drug users will be excluded from participation in this project, along with those having severe mental or physical handicaps that could hamper effective participation in the project. All subjects will be interviewed monthly with respect to their encounters with the police, employment, and overall adjustment. Interview data will be reviewed and analyzed and further supplemented by indepth case studies of the experiences of eight men. The final report will include recommendations for a design of a model income assistance system to enable ex-prisoners to cope with their immediate problems of meeting daily living needs upon release from prison, suggestions for improving the employment services currently made available by State and local employment services, and possibilities for a format for increased use of other job-hunting resources in a community.

1.33 DISTRICT OF COLUMBIA COMMISSION ON THE STATUS OF WOMEN
WASHINGTON, D.C.

Grant 92-11-72-05
Funded to December 1, 1973

Tyra S. Garlington

A Study of Projects Dealing with the Rehabilitation of Women Offenders

This project studied the experiences of 10 to 12 projects in New Jersey, Pennsylvania, West Virginia, and Washington, D.C., dealing with the rehabilitation of women offenders. The grantee: (1) Investigated what commonalities exist among projects; (2) collected and assimilated relevant data; and (3) is publishing and disseminating information about significant developments in this area of correctional research among interested public and private agencies.

1.34 GEORGETOWN UNIVERSITY
WASHINGTON, D.C.

Grant 21-11-73-03
Funded to September 15, 1973

Herbert S. Miller, Institute of Criminal Law and Procedure

The Role of Prison Industries Now and in the Future: A Planning Study

This study is analyzing the merits and limitations of various approaches to prison industry, using data from the literature, selected statutes, recognized experts, and institutions which seem to have a unique approach. It will delineate the factors to be considered in using prison industry and, in terms of prison industry goals, will evaluate alternatives. Recommendations for both program and research will be made.

1.35 UNIVERSITY OF MINNESOTA
MINNEAPOLIS, MINN.

Grant 21-27-73-09
Funded to August 1, 1973

Development of a Model Assessment and Classification System for Correctional Institutions

This project is developing a model assessment and classification system for adult correctional institutions to: (1) Improve decisions on assignments to vocational training programs; and (2) achieve a better match between offenders and their jobs after release. It is anticipated that the model will be tested in a later demonstration project and, if found workable, recommended for adoption by correctional institutions generally.

In conducting this research, consultations will be held with the American Correctional Association, the National Council on Crime and Delinquency, and the Federal Bureau of Prisons.

1.36 NATIONAL COUNCIL ON CRIME AND DELINQUENCY
WASHINGTON, D.C.

Grant 92-11-72-32
Funded to June 30, 1974

Tony Vasconcellos

The Community Integration Program—Innovation Toward Alternatives to Incarceration

The major objective of this project is to develop and experimentally test a Community Integration Program as an alternative to incarceration for the rehabilitation of offenders. The project will serve male adult offenders recently sentenced to imprisonment. An attempt will be made to determine: (1) The effectiveness of an innovative community-based correctional strategy as an alternative to incarceration in rehabilitating offenders; (2) the cost factors involved in implementing such an activity, as compared with the usual costs of incarceration; and (3) the factors in the individual participant, the program, and the community that are critical to the success or failure of a community-based correctional strategy as an alternative to incarceration.

1.37 REHABILITATION RESEARCH FOUNDATION
MONTGOMERY, ALA.

Grant 21-01-73-38 (formerly Contract 82-01-69-06)
Funded to March 1, 1974

Dr. John M. McKee

Experimental Manpower Laboratory for Corrections

Formerly located in the Draper Correctional Center, a State prison, and now operating principally in the Alabama Industrial School at Mt. Meigs, Ala., (both outside Montgomery, Ala.), the Experimental Manpower Laboratory for Corrections (EMLC) is staffed mainly by persons who originally conducted the Draper Project, a 3-year experimental and demonstration prisoner training project. The laboratory is building on the knowledge gained from the Draper Project, conducting experimental studies to measure the impact of given types of programing and clarifying further problems that impede rehabilitation. The laboratory develops and tests new program intervention strategies which appear effective in increasing an MDTA trainee-prisoner's ability to meet the demands of a "free world." It has conducted a number of studies, among which are those determining: The employment barriers that face ex-offenders in various industries; the usefulness of labor mobility and bonding assistance upon release; and the perceptions of prisoners, correctional officers, MDTA instructors, and employment service personnel about MDTA prisoner training programs conducted in the Draper Correctional Center.

The laboratory is experimenting with the token economy approach as a means to reinforce desirable social traits among MDTA trainees and is using behavior modification techniques to train correctional officers as "change agents" in the rehabilitation process. The laboratory also acted as a central resource unit for the experimental and demonstration bonding program in the various prisoner training projects throughout the country, and this effort helped to pave the way for a smooth transition from a group of experimental projects to the Labor Department's Federal Bonding Program, now operating on a nationwide basis through more than 2,200 public employment service offices.

In delivering training programs for inmates, the EMLC developed and manualized an Individually Prescribed Instruction (IPI) System for the delivery of basic education. This has since been installed in the prison system of Georgia, in numerous individual places, and is the basis of a project which is extending it to vocational education (see 1.18). Also developed and now ready for export is an Individualized

Reading Instruction (IRI) Program designed to begin with total illiterates and go through grade 12.

The EMLC started its fourth phase of operation in March 1973, completing the token economy and correctional officer projects, as well as longitudinal studies of inmate-trainees, at the Draper Correctional Center. The EMLC will implement and test the "Draper Model" of behavior modification at a juvenile corrections facility (Mt. Meigs) and will test the feasibility of a community assistance model for released prisoners, in cooperation with the University of Alabama at Tuscaloosa.

The principal findings of the laboratory have been reported in numerous documents, monographs, reports, research briefs, and articles in professional journals, as well as at various conferences and meetings. Its primary medium of dissemination is a bimonthly newsletter, *Pacesetter*, which includes summaries of its own work, of other Manpower Administration efforts, and of work in the corrections field in general. This is distributed to over 3,000 people in the corrections and rehabilitation field. A companion piece, *Intervene*, is published bimonthly, primarily as a house organ for the Draper Center correctional staff and prisoners, in an attempt to involve the prisoners with the prison and MDTA training staff.

Interim reports on activities and accomplishments are contained in *The Experimental Manpower Laboratory for Corrections, Phase I, Phase II, and Phase III*. A partial listing of publications appears in the phase II report; the full listing can be obtained by writing the EMLC.

*Operating an Individually Prescribed Instruction System

Vol. 1: NTIS–PB 203021.
Vol. 2: NTIS–PB 203022.
Vol. 3: NTIS–PB 203023.

*The Experimental Manpower Laboratory for Corrections

Phase I, September 1968-March 1970: NTIS–PB 211729 ($3.75)

Phase II, March 1970-August 1971: NTIS–PB 211730 ($3.75)

Phase III, September 1971-February 1973: NTIS–PB 220216 ($3.75)

*The Measurement and Prediction of Criminal Behavior and Recidivism: The Environmental Deprivation Scale (EDS) and the Maladaptive Behavior Record (MBR), by W.O. Jenkins et al.

NTIS–PB 213738.

*Guide for Employment Service Counselors in Conventional MDTA Programs

NTIS–PB 212289.

*Correctional Officer Training in Behavior Modification: Final Report (1970-72), by R.R. Smith, W.O. Jenkins, and L.A. Hart

NTIS–PB 222301 ($4.25; mf $1.45).

COMPLETED PROJECTS

1.38 CRIMINAL JUSTICE RESEARCH, INC.
• CAMBRIDGE, MASS.

Grant 92-25-72-18

Roberta Rovner-Pieczenik

The First Decade of Experience: A Synthesis of Manpower R & D Projects in Criminal Justice and Corrections (1963-1973)

This study synthesized and analyzed the conclusions of projects sponsored by the Manpower Administration in order to provide a broader base of knowledge and experience for those engaged in manpower programing for the criminal offender.

The report covers: (1) A history of the projects; (2) the issues relating to the assessment of project success; (3) a profile of the typical male participant entering an offender project; (4) the training of offenders to equip them with job skills; (5) the placing and retention of offenders in employment; and (6) an examination of the assumptions that underlie programs.

*NTIS–PB 220081.
MA–Manpower Research Monograph No. 28 (GPO, 1973).

1.39 ONEAMERICA, INC.
• WASHINGTON, D.C.

Contract 88-11-72-01

Elaine B. Jenkins

The "One-A Key Program" (Rehabilitation of Women Offenders)

This project tested the feasibility of using voluntary workers from two community agencies engaged in rehabilitating women offenders, particularly from minority groups, under the administrative coordination of a black-owned-and-operated research and consulting organization.

The contractor provided intensive pre- and post-release supportive services in 15 cities to women released from the Federal Reformatory at Alderson, W. Va., through a national public service sorority, Delta Sigma Theta, and the United Church of Christ. During the course of the project the contractor found that potential employers were more interested in the ex-offenders' work skills than in their conviction records.

The project involved 100 women from the Alderson reformatory. The Law Enforcement Assistance Administration (LEAA) and the Bureau of Prisons of the Department of Justice provided major support for the project. A report is available from LEAA.

1.40 SOUTHERN ILLINOIS UNIVERSITY
• CARBONDALE, ILL.

Contract 89-17-71-03

Richard M. Swanson (now with the Department of Psychology, University of Florida)

Work Release: Toward an Understanding of the Law, Policy, and Operation of Community-Based State Corrections

Work release programs were examined by comprehensive review of existing legislation and by two surveys: A mailed questionnaire for a national survey of administrators, and an onsite survey of 50 centers from four contrasting States and the District of Columbia. The study found that: (1) Legislative provisions for resident autonomy and legislative tolerance of resident infractions resulted in positive resident outcomes: (2) departments of correction that used vocational training and prison industries extensively had work release residents with more positive attitudes and dispositions; and (3) work release centers that allowed resident autonomy seemed to produce residents with poorer dispositions for constructive social behavior. Twenty-one recommendations were made and a model work release statute was drafted.

*Vol. 1: Summary of Procedures and Findings

NTIS–PB 222309 ($4.75; mf $1.45).

*Vol. 2: Technical Reports and Appendices

NTIS–PB 222310 ($5.50; mf $1.45).

REPORTS

1.41
Georgetown University–Herbert S. Miller, No. 81-09-70-02.

The Closed Door: The Effect of a Criminal Record on Employment with State and Local Public Agencies

NTIS–PB 207680 ($6.75).

1.42
National Committee for Children and Youth, The No. 82-34-68-15.

Project Crossroads (Pre-Trial Intervention with First Offenders), A Final Report

NTIS–PB 199131.

Welfare Recipients

ONGOING PROJECTS

1.43 BUREAU OF SOCIAL SCIENCE RESEARCH, INC.
WASHINGTON, D.C.

Contract 51-11-72-04
Funded to June 1, 1974

Laure M. Sharp

Youth in the WIN Program and Employers' Intentions to Use WIN Tax Credits

The initial objectives of this study were: (1) To identify those problems and situations encountered by Work Incentive (WIN) Program enrollees under 22 which are not faced by enrollees in other age groups; and (2) to determine how problems peculiar to this group are related to success rates in WIN, the organization and characteristics of local WIN programs, characteristics of the total WIN clientele in a given program, and broader community features such as the prevailing economic and social climate.

During Phase I of the youth study, mail questionnaires were sent to local office managers of 100 WIN projects to collect baseline data on young enrollees and to study the effects of WIN program characteristics on dropout, placement, and termination rates. During Phase II, 600 WIN enrollees under 22 were interviewed on their biographical characteristics and their perceptions of, and experiences in, the WIN program. WIN staff at each of 10 WIN projects were interviewed on those program features and problems identified in Phase I as associated with high dropout and low placement rates for enrollees under 22. Data were analyzed to identify those factors (programatic, enrollee characteristic, or environmental) which contribute in a unique way to the success and failure of WIN enrollees under 22, as compared with those in other age groups.

Since this analysis indicated that the number of 16- and 17-year-old enrollees was too small to provide a statistically significant sample, the study design was modified to use the WIN and post-WIN experiences of participants aged 18 to 22, along with interviews of 16- and 17-year-olds at three selected sites.

A modification of the contract provided for a quick survey of employers' intentions to use the WIN Tax Credit Program (WTCP). This survey of 205 private employers with previous experience in hiring WIN enrollees (28 percent response) revealed that: (1) Most were unaware of WTCP; (2) most did not intend to participate; (3) additional financial incentives would not increase participation; (4) nonparticipation was a result of slack economy, WTCP red tape, union regulations, and lack of knowledge of the program; (5) participants were larger firms motivated by societal obligations rather than financial incentives; and (6) crude extrapolation of survey results indicated that 2,000 employers might hire 34,000 WIN enrollees at $1.95 an hour. Assuming retention of the employees for the required time, the related potential tax revenue would be $132 million.

These findings, while suggestive of current employer knowledge and intentions, should be treated with caution because of the small sample size and the low response rate.

*Employer Intentions to Use the WIN Tax Credit Program: A Survey of Employers Who Had Previously Hired WIN Enrollees, by J. David Roessner

NTIS–PB 220210.

1.44 CASE WESTERN RESERVE UNIVERSITY
CLEVELAND, OHIO

Contract 51-37-69-11
Funded to August 1973

Dr. Gregory O'Brien, School of Applied Social Science

Decision-Making in the WIN Program

This project is one of three which are conducting a study of the nature and effects of decisions by which AFDC (Aid to Families with Dependent Children) recipients are enrolled in the Work Incentive (WIN) program. The research setting for this project is Cuyahoga County, Ohio. For a description of the study and reports prepared see 1.45.

1.45 THE UNIVERSITY OF CHICAGO
CHICAGO, ILL.

Contract 51-15-69-08
Funded to August 1973

Dr. William J. Reid, School of Social Services Administration

Decision-Making in the WIN Program

This project is part of a study in three areas (Cook County, Ill., Wayne County, Mich., and Cuyahoga County, Ohio—see 1.47 and 1.44) to determine the effects of decisions related to the Work Incentive (WIN) Program by enrollees, social service caseworkers, and WIN team members. The three contractors coordinated the development of instruments and divided the data analysis by topic rather than by area.

Each selected a panel of AFDC (Aid to Families with Dependent Children) recipients referred to WIN and interviewed them twice—at the time of referral and 8 to 10 months later. The first interview elicited biographical, situational, attitudinal, and motivational information likely to affect their decisions about WIN; the second focused on decisions relevant to the clients' status at that point, that is, not yet enrolled, still in the program, dropped out, or *terminated.*

The caseworkers were interviewed for information on their knowledge and perception of WIN and their attitudes to the program and to mothers' working.

Data from WIN team members, collected through self-administered questionnaires and structured interviews, concerned their criteria for decisions about particular kinds of clients and the use of the team approach to decisionmaking.

Major findings, covering five aspects of the WIN Program (intake and referral; client activities and decisionmaking; child care; the WIN team; and administrative structure), were the following: (1) The typical client had been receiving public assistance for 3 to 4 years when referred to WIN. The majority of respondents thought they would be penalized if they did not participate in the program, but 90 percent said they were pleased after entering it. (2) Caseworkers were predominantly white females under 30, college educated, and in their first job since leaving college. Their decision to refer was most strongly influenced by: A generally favorable attitude toward the program; agency pressures, particularly in Chicago; and the client's interest in entering the program or finding a job. (3) The biographical characteristics of WIN team members varied according to position. Counselors and work and training specialists were predominantly white females under 35; half the manpower specialists were over 50. Most of these team members had college degrees. By contrast, none of the coaches had college degrees and all were black. In making their decisions, team members tended to be influenced most by what the client wanted and by a desire to upgrade educational or vocational levels rather than provide immediate unskilled employment.

*1. NTIS.

*2. Child Care in the Work Incentive Program, by Audrey D. Smith and Dorothy Herberg

NTIS.

1.46 INTERSTUDY
MINNEAPOLIS, MINN.

Grant 51-27-73-09
Funded to September 30, 1973

Ronald E. Fine, Director, Welfare Policy Division

Incentives and Disincentives in the WIN Program

This project will analyze the absolute and relative importance of monetary and nonmonetary incentives to participants in the Work Incentive (WIN) Program and their expressed levels of satisfaction with the degree to which the incentives meet their needs, in order to encourage successful employment outcomes as a result of the WIN experience. It will: Develop a conceptual framework which specifies the expected incentives and disincentives inherent in WIN; develop and pretest a survey questionnaire for current and former WIN participants; and design a sample framework to include both the WIN I and WIN II populations in experimental and control groups consisting of 300 WIN employment successes and 300 WIN employment failures respectively. Each group will contain current and former WIN enrollees.

1.47 THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Contract 51-24-69-10
Funded to August 1973

Dr. Charles Garvin, School of Social Work

Decision-Making in the WIN Program

This project is one of three which are conducting a study of the nature and effects of decisions by which AFDC (Aid to Families with Dependent Children) recipients are enrolled in the Work Incentive (WIN) Program. The research setting for this project is Wayne County, Mich. For a description of the study see 1.45.

1.48 THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Grant 51-26-72-07
Funded to August 1973

Dr. Louis A. Ferman, Institute of Labor and Industrial Relations

WIN Research Findings Utilization Project

This grant is being used to develop, run, and document a conference for operating personnel of the Work Incentive (WIN) Program in one region on the findings of a series of studies in the WIN research program, administered by the Manpower Administration. The results of these studies have significance for changes in program design and operations as well as for manpower policy in general.

The conference will serve to: (1) Bring the research findings to State agency operating and administrative staffs; (2) analyze how the results of research can be translated into actions and policies to increase WIN program effectiveness and the effectiveness of any future training programs that may emerge as a result of welfare reform legislation; (3) suggest alternative program actions that may emerge from research findings; and (4) identify additional research needs as recognized by State agency personnel.

A summary of the conference proceedings will be prepared for distribution.

1.49 THE UNIVERSITY OF MINNESOTA
MINNEAPOLIS, MINN.

Grant 42-27-73-07
Funded to June 29, 1974

Dr. George Seltzer

Employer Tax Credit and the Employment of WIN Registrants

This project will investigate the impact and extent of usage of the recently enacted WIN II tax credit for hiring and retaining WIN participants. It will survey: (1) Employers in 18 States who have utilized the tax credit, to obtain data on their understanding of the tax credit, number of WIN participants hired, hourly wages at time of hiring and wage rates at subsequent intervals, occupations for which hires made, etc.; (2) a control group of employers in the same States who have not used the tax credit; and (3) business tax preparers.

1.50 NATIONAL WIN OFFICE
U.S. DEPARTMENT OF LABOR
WASHINGTON, D.C.

Contract 42-11-73-04
Funded to December 15, 1973

Robert Fodor

WIN Health Assessment Project

This project aims to develop a simple and effective medical screening device for the Work Incentive (WIN) Program to identify serious health problems of potential participants. A self-administered health questionnaire and a standard health interview will be administered to experimental groups of 100 WIN registrants in each of four cities. Registrant responses and judgments of WIN staff as to degree of health impairment will be checked by medical examinations and the judgments of physicians. An equal number of control groups of the same size will be used to determine the effectiveness of the procedures in identifying health problems. Based on the results of the experiment, a standard medical screening procedure will be recommended.

1.51 NEW YORK UNIVERSITY
NEW YORK, N.Y.

Grant 51-36-72-06
Funded to November 30, 1973

Dr. Hrach Bedrosian and Dr. Daniel E. Diamond, College of Business and Public Administration

The Impact of the New York Workfare Program on Employable Welfare Recipients

This project is assessing the impact of workfare on the employability of welfare recipients and the employer. (For description of workfare, see 5.24.) The grantee is investigating: (1) The impact of the workfare program on employer attitudes and hiring practices as regards welfare recipients; (2) the cost of administering the program; (3) the extent to which employed welfare recipients have increased their attachment to the labor market; and (4) the contribution of the program to the solution of the welfare problem. The grantee will collect data from employment service, social service, and employer records, and through personal interviews with employment service and social service personnel, working welfare recipients, their employers, and nonwelfare recipients who perform the same job as the welfare recipients.

1.52 PACIFIC TRAINING AND TECHNICAL ASSISTANCE
BERKELEY, CALIF.

Contract 51-06-73-08
Funded to June 15, 1974

Dr. Bradley R. Schiller

Job Patterns for WIN Terminees: A Comparative Study of Self-Placed and WIN-Placed Job Holders

This project is seeking to: (1) Distinguish differences between individuals who rely on placement assistance offered by the employment service (ES) and the Work Incentive (WIN) Program and those who are self-placed; (2)

delineate the kinds and patterns of employment associated with different modes of placement; (3) determine the extent to which the quality and accessibility of ES/WIN services vary across local areas; and (4) suggest new mechanisms for ES/WIN orientation. It will conduct a survey of 600 WIN terminees at 16 different WIN sites and interview WIN and ES staff members at these sites to assess the quality of WIN services.

1.53 UNIVERSITY OF SOUTHERN CALIFORNIA
LOS ANGELES, CALIF.

Grant 51-06-73-07
Funded to May 20, 1974

Dr. David Franklin, School of Social Work

A Test of the Impact of Flexible Work Schedules for WIN Participants

This project is evaluating the effectiveness of flexible work hours for mothers in the Work Incentive (WIN) Program and the impact of such a program on welfare dependency. Using a study group of 50 mothers, the project will: (1) Develop a variety of work schedules; (2) determine employer attitudes towards flexible schedules and their preferences for different arrangements, according to type of industry and job class; (3) estimate the cost of developing such arrangements; (4) select regular WIN enrollees for the project; and (5) assess the impact of flexible schedules on WIN and labor force participation rates, job placement and job retention, and welfare and day care costs.

It will also explore the feasibility of using Women's Place, a private employment agency, to develop jobs and make the necessary managerial adjustments with employers.

COMPLETED PROJECTS

1.54 ASSOCIATE CONTROL RESEARCH AND ANALYSIS, INC.
• WASHINGTON, D.C.

Contract 51-11-72-03

Ann Hughes Hargrove, Research Director

A Legal Analysis of the Work and Training Requirement Under WIN

This study surveyed the nature and use of the hearings and appeals process for recipients of Aid to Families with Dependent Children (AFDC) who refuse to comply with the work and training requirement of the Work Incentive (WIN) Program. WIN enrollees, WIN administrators, and hearings personnel in four cities were interviewed to discover whether the WIN adjudication process was being used enough to warrant a more comprehensive analysis.

The survey found that WIN enrollees, generally unaware of their legal rights, took up grievances about their program or treatment with their counselor instead of requesting a hearing. Furthermore, less than one-fourth of the interviewed enrollees were mandatory enrollees, and none of these had contested referral to WIN, which they regarded as a possible source of both economic and psychological benefits. In addition, hearings to review a decision to terminate an enrollee's benefits for refusal to participate were rarely requested; such decisions were usually limited to the most extreme cases and the process involved such a long delay that enrollees felt little immediate pressure. The most important reason for the lack of WIN litigation appeared to be the enrollees' generally positive reaction to the program.

The researchers foresaw a possible rise in WIN litigation under the 1972 amendments to the Social Security Act which require WIN participation by most adult AFDC recipients, except mothers with children under 6. Prior to July 1, 1972, participation was essentially voluntary, except for unemployed fathers whose families were eligible for AFDC benefits in 22 States.

*NTIS–PB 220568 ($5.45).

1.55 MICHIGAN STATE UNIVERSITY
• EAST LANSING, MICH.

Contract 51-24-69-09

Dr. Phillip M. Marcus, Department of Sociology

Undergraduate Social Work Education and the Needs of the WIN Program

To enable schools of social work to make a greater contribution to the solution of manpower problems and, especially, the Work Incentive (WIN) Program, this study investigated differences between the professional skills needed in the WIN Program and those supplied in undergraduate social work programs. Information was obtained by mail questionnaires from graduates of Michigan State University with a B.A. in social work and by interviews with key members of selected WIN teams in Michigan, supplemented by questionnaires to professional members of the teams. The study focused primarily upon counselors, interviewers, and social workers.

Findings indicated that social work education has been undergoing substantial changes in scope and emphasis during the past few years. The expansion of social welfare and its changing program responsibilities have required shifts: (1) From services delivered by social welfare personnel operating in a particular setting to services by several disciplines or several levels of personnel working together; (2) from reliance on single interventive methods to more versatile applications of a range of techniques adapted to the differential needs of various groups; (3) from centralized office-based services to decentralized services reaching into neighborhoods and homes; and (4) from emphasis on individual adjustment to the creation of social opportunities.

It was concluded that with adequate resources a school or department of social work can build a manpower-oriented curriculum for all social work students, particularly those considering careers in government agencies concerned with programs for the disadvantaged, including WIN.

1.56 NORTH STAR RESEARCH AND DEVELOPMENT INSTITUTE
• MINNEAPOLIS, MINN.

Contract 51-25-70-08

Dr. Guy H. Miles, Division of Social Sciences

Developing a Model WIN Project for Rural Areas

This project was designed to develop a model or models for the improvement of various types of projects in the Work Incentive (WIN) Program in rural areas. It examined the characteristics of rural welfare recipients, the communities where they lived, and the WIN program in which they participated.

Data were obtained from WIN projects in a sample of six counties from each of four geographic regions (the Northeast, the South, the North Central States, and the West), from community leaders, from census data, and a variety of other sources. Over 500 newly enrolled WIN participants were followed for 1 year. Their welfare and employment status at the end of the year were related to: Their personal characteristics; features of the rural WIN program in which they were enrolled; and features of the communities served by those programs.

The local labor market was found to be the overwhelming factor in determining the success or failure of WIN, since few WIN graduates were willing to move away from home. Lack of transportation facilities affected every aspect of the rural WIN program and caused considerable failure. Although formal child care facilities did not exist in most communities, making them available could add to the labor force only a limited number of welfare mothers who want to work and who could be placed in jobs.

Rural employers tended to believe strongly that welfare recipients made poor employees. The key to success seemed to be the WIN program's ability to select "good" enrollees, that is, those acceptable to specific local employers with job vacancies. Other WIN program activities had only minimal effects on subsequent employment.

*The WIN Program in Rural Areas: Recommendations, by William F. Henry, Guy H. Miles, and Joseph M. Reid

NTIS.

1.57 UNIVERSITY OF PENNSYLVANIA
• PHILADELPHIA, PA.

Contract 51-40-69-01

Dr. Samuel Z. Klausner, Department of Sociology

The Work Incentive (WIN) Program: Making Adults Economically Independent

This study of welfare and low-income working mothers in Camden County, N.J., investigated what happens to the welfare recipient's personality and socialization when she shifts from one social system (welfare dependency) to another (economic independence). It examined the efficacy of the Work Incentive (WIN) Program as an agent of individual and social change and as a transitional structure enabling individuals to move easily and expeditiously into self-support.

Data for the study were obtained from 600 recipients of Aid to Families with Dependent Children—evenly divided between those who enrolled in a WIN project and those for whom there were no suitable vacancies.

The study found, contrary to the assumptions of welfare legislation and the general public, that welfare mothers are not a single "community." They range by life styles from "traditionalists" (who expect to be supported and feel entitled to welfare when this support is not received from husband or family) to "modernizers" (who seek economic independence and social mobility). The report cited 4 out of 5 welfare mothers as traditionalist.

An improved wage was seen as a "sometimes necessary but not sufficient condition" for a decision to go to work. More important, though less obvious, are attitudes of family and friends towards work, social interactions, family size, and previous work history.

Among recommendations the study made for restructuring WIN were: (1) Greater efforts to place welfare mothers who are motivated to work but cannot find employment; (2) top priority for training, placement, and child care services to assist mothers temporarily out of work while caring for small children; (3) extending rehabilitation programs, already available for the physically and mentally disabled, to cover incompetent welfare mothers; and (4) redesigning manpower welfare policies, often designed for men, when they are applied to women. The study also recommended ways to prevent welfare dependency (e.g., vocational training for girls) and improve the management of the welfare household.

*Vol. 1—by Samuel Z. Klausner, with chapters by Jessie Bernard, Stephen Cole and Robert Lejeune, James A. Davis, Sar A. Levitan, Martin Rein, and Sheldon R. Roen.

NTIS—PB 220204 ($6).

*Vol. 2—Bibliography and Appendices (Appendix A, Research Procedures; Appendix B, Frequency Distributions and Coding Manual; Appendix C, Notes on Black Religion: A Life Style Theme, by Samuel Z. Klausner; Appendix D, The Personality of Working and Welfare Mothers: A Preliminary Report of Findings, by Sheldon R. Roen)

NTIS—PB 220205.

1.58 UNIVERSITY OF SOUTHERN CALIFORNIA

- LOS ANGELES, CALIF.

Contract 51-05-70-05

Dr. David S. Franklin, Research Institute in Social Welfare

A Longitudinal Study of WIN Dropouts: Program and Policy Implications

This study focused on problems underlying high dropout rates in the Work Incentive (WIN) Program. Specific questions investigated were: (1) What are enrollees' pathways through the WIN system? (2) What are the high risk points for dropouts and what events or conditions precipitate dropout? (3) What administrative practices and/or constraints contribute to the dropout problem and prolong holding status or recycling? (4) Can successful program completion be predicted? (5) What types of enrollees benefit most? (6) What community factors affect the fulfillment of WIN goals?

At four WIN projects in Los Angeles, information was obtained from 360 enrollees, WIN counselors, and welfare agencies. The enrollees were followed for 10 months, from orientation through education and training components. They gave views about WIN organizational aspects, orientation, employability, planning, job goals, helpfulness of WIN staff support services, and expected benefits. Health, child care, personal, transportation, prior work, and welfare experiences were also assessed.

The personal characteristics of the dropouts and those who completed the program did not differ significantly. However, those who quit before employability plans were developed were more likely to be Anglo white males with smaller families, in better health, with a longer work history, more positive labor force experience, at better pay, and with less unemployment than those who remained. For many dropouts WIN could not develop clear job goals and acceptable employability plans, or lead them to make intelligent choices within the limits of WIN options. Many dropouts reported that they were forced to accept job goals of lower status than jobs formerly held. Many dropouts were lost in the shuffle of employability planning and gradually became discouraged and disenchanted with unsatisfactory experiences in the WIN organization and in educational or institutional training components.

*NTIS–PB 212033.

REPORTS

1.59

Brookings Institution, The–Leonard H. Goodwin, No. 51-09-69-02.

A Study of the Work Orientations of Welfare Recipients Participating in the Work Incentive Program

NTIS–PB 202812.

1.60

Bureau of National Affairs (BNA)–John V. Schappi, No. 82-11-72-20.

Tax Credit for Wages Paid to Workers Hired from WIN or Welfare Rolls–*Special Personnel Policies Forum Survey*

NTIS–PB 212222.

1.61

Bureau of Social Science Research, Inc.–No. 51-09-70-02.

Employment Contexts and Disadvantaged Workers

NTIS–PB 206492.

1.62

Human Resources Research Organization–No. 51-49-70-03.

Analyses of WIN Team Functioning and Job Requirements

Phase I: Duty and Task Performance of Teams and Team Members by Richard P. Kern and John S. Caylor

NTIS–PB 202811.

Final Report: Duties Performed and Style of Functioning, in Relation to Team Effectiveness

NTIS–PB 210463.

1.63
Indiana University Foundation–Paul F. Munger, David G. Smith, and Douglas W. Johnson, No. 51-18-71-01.

Employability Development Team Interaction Analysis: An Exploratory Study

NTIS–PB 222074 ($11).

1.64
North Star Research and Development Institute–David L. Thompson, Guy H. Miles, and Albert J. Macek, No. 51-25-69-06.

1. A Study of Low-Income Families: Implications for the WIN Program

NTIS–PB 211702.

2. Self-Actuated Work Behavior Among Low-Income People

NTIS–PB 211703 ($6).

3. Factors Affecting the Stability of the Low-Income Family

NTIS–PB 211704 ($5.45).

4. A Study of Low-Income Families: Methodology

NTIS–PB 211705 ($3.75).

5. Characteristics of WIN Enrollees That Affect Their Success in WIN

NTIS–PB 219391.

1.65
Pacific Training & Technical Assistance Corporation–Bradley R. Schiller, No. 51-09-70-10.

The Impact of Urban WIN Programs

NTIS–PB 210469 ($4.85).

1.66
Washington University–No. 92-27-70-15.

Training Materials on Manpower Issues: A Project to Enhance the Competence of Professional Social Workers, by Nancy K. Carroll and Richard J. Parvis

NTIS–PB 211653.

1.67
Wisconsin, The University of–Rita L. Youmans, No. 51-53-69-12.

A Study of the Relationship of Overindebtedness and Garnishment to Employability Among Milwaukee WIN Families

NTIS–PB 208335.

Youth

ONGOING PROJECTS

1.68 EVALUATION TECHNOLOGY CORPORATION
CAMARILLO, CALIF.

Contract 42-06-71-01
Funded to August 31, 1973

Demonstration Project to Expand the "NYC Goes to a Community College" Model to the NYC-2 (Out-of-School) Program

The project is exploring the feasibility of extending the "NYC Goes to a Community College" model to the out-of-school Neighborhood Youth Corps component as a means of enhancing educational-vocational benefits for enrollees.

The contractor is trying out three NYC-2 models involving coordination of services between NYC and community colleges. Model I is a plan for helping individual NYC-2 enrollees obtain immediate entry and make full use of community college counseling and courses in preparing for careers. Model II is a plan for using a vestibule in-group experience on campus before NYC-2 enrollees are assimilated in regular community college programs. Model III is a plan for adapting a total community college program to fit the career preparation needs of NYC-2 enrollees.

Community colleges in Chicago, St. Louis, Phoenix, Denver, and Imperial, Calif., in cooperation with local NYC sponsors, are using the models to conduct work experience and community college study projects for out-of-school NYC enrollees.

A preliminary report, *NYC-2 Goes to a Community College*, describes the basic model and cooperative arrangements between four NYC sponsors in varied locations and their local community colleges for implementing four adaptations from the program model. It also provides guidelines and information on results and accomplishments.

Preliminary findings are that: (1) The program model works; and (2) the combining of a college campus environment, college courses for credit, work for pay, and educational and personal counseling is beneficial to out-of-school NYC enrollees in helping them develop new career plans and new levels of self-confidence.

*NYC-2 Goes to a Community College, 1972

NTIS.

1.69 THE GEORGE WASHINGTON UNIVERSITY
WASHINGTON, D.C.

Contract 41-0-003-09
Funded to July 1974

Dr. Regis H. Walther, Manpower Research Projects

A Longitudinal Study of Selected Out-of-School NYC-2 Programs in Four Cities

This multiphase study builds upon the researcher's studies of the urban NYC program before the program was changed in early 1970 (see 1.93). When completed, the present study will have explored whether the new NYC-2 programs result in better adjustment of enrollees to the world of work and how much specific program changes affect outcomes.

In the first phase of the research, the study design was developed and tested with experimental and control groups at each research site. In the second phase, baseline information on NYC-2 was collected in Atlanta, Baltimore, Cincinnati, and St. Louis. The third phase is measuring NYC-2 enrollment effects and experience following the program.

Preliminary findings: The typical youth in the sample was black, under age 18, and had less than 10 years' schooling and no vocational preparation. About half were girls, and half of these were mothers. The NYC-2 enrollees often needed more help than those in the earlier program, partly because they were younger and therefore less employable. Hence they may benefit as much from being kept in an opportunity structure–the NYC or some other training experience–as from efforts to enhance their employability.

*NTIS–PB 210176 (Phase I).

*NTIS–PB 210177 (Phase II).

*An Evaluation of the 1972 Summer Intern Program of the Department of Labor

NTIS–PB 222323 ($5.50; mf $1.45).

1.70 THE GEORGE WASHINGTON UNIVERSITY
WASHINGTON, D.C.

Grant 42-11-72-06
Funded to August 26, 1973

Dr. Regis H. Walther, Manpower Research Projects

The Development of a Model for NYC-2 Education Programs

The objective of the project is to develop and test a model or series of models for NYC-2 educational programs in urban areas. The research report of this experiment will describe experience in the development and application of one or more types of NYC education programs, and will generate guidelines for NYC sponsors on the experience gained through the experiment.

The grantee is conducting a program of experimentation and research with four local NYC sponsors, using three levels of the educational component to compare sample and control groups. Briefly, the levels are: (1) Demonstrating that reading can be enjoyable; (2) the remediation of deficiencies; and (3) preparation for the high school equivalency examination.

Depending upon the number of participants, either the entire population in each project or—if warranted by the number of participants—a stratified sample of site populations will constitute the study groups in this research.

1.71 JOB CORPS HEALTH UNIT U.S. DEPARTMENT OF LABOR WASHINGTON, D.C.

Contract 82-11-71-14
Funded to September 30, 1973

Manpower Demonstration Project for Control and Prevention of Drug Misuse

This project is exploring the feasibility of and potential for operating model drug prevention and treatment programs at three residential manpower centers. Each center has developed a program containing the following common components: (1) Drug identification mechanism; (2) in-center drug misuse control program; (3) drug education—staff training; (4) community linkages (for example, utilization of community drug facilities and resources); and (5) evaluation.

The project established and maintained in-center drug misuse control programs, incorporating a variety of educational and counseling efforts, at three Job Corps centers with enrollees identified as drug users.

1.72 MEMPHIS BOARD OF EDUCATION MEMPHIS, TENN.

Grant 42-47-73-01
Funded to October 15, 1973

Harold Weiss, Director, In-School NYC Program

In-School NYC Project for 14- and 15-Year-Old Girls

This project is investigating the effect of a socially useful work experience program, supported by peer reinforcement, in inducing 14- and 15-year-old minority girls to continue in school beyond the legal leaving age and in improving their academic performance, participation in activities, and self-image. Factors that appear crucial in shaping individual outcomes will be isolated and tested.

Fifty girls who appear to be high potential dropouts constitute the study group. They serve in after-school day and leisure time centers, aiding 6- to 9-year-olds under the supervision of full-time personnel, and participate in periodic discussions with young adults who are role models.

1.73 MOBILIZATION FOR YOUTH, INC. NEW YORK, N.Y.

Grant 42-36-73-02 (formerly Contracts 82-36-71-07 and 82-34-69-21)
Funded to December 15, 1973

Dr. Elena Padilla, Director

Experimental Manpower Laboratory to Test Innovative Manpower Development Strategies for Disadvantaged Persons, Particularly Youth

This experimental manpower laboratory is exploring the feasibility and value of various innovative strategies for programs to meet the manpower development needs of disadvantaged persons, particularly youth. The contractor is designing and systematically assessing the relative effectiveness of: (1) New manpower tools and program models for enhancing employer involvement and effectiveness in hiring, training, and upgrading hard-to-employ workers; (2) new techniques to meet special problems of job training and work-experience manpower programs; and (3) new methods and guides on employment practices to enable more effective job retention, mobility, and performance for the disadvantaged. Laboratory staff have the capability for designing and operating local manpower programs and for applying research methods in analyzing such programs. The Mobilization for Youth (MFY) laboratory is an action-research setting in a low-income community (the Lower East Side of New York City) and is geared to develop, run, and measure the effectiveness of new manpower techniques.

Currently, the laboratory is concentrating on: Training techniques based on behavioral reinforcement principles; the effects on enrollees' performance of alternative incentives; new methods of teaching English as a second language; the utility of skill training in reducing reversion to drug use; diagnosis of enrollees' ability to meet work behavior demands (reporting to work regularly, cooperating with supervisors and coworkers, etc.); and an information system for assessing the impact on enrollees of project operations and intervention strategies.

The diversity of the laboratory's work, reflected in the manuals, monographs, and field research reports it has produced, includes three major accomplishments:

1. Because traditional counseling services have not been particularly useful for instilling good work attitudes in manpower clients, the laboratory developed a group counseling curriculum, making extensive use of videotape procedures, for teaching employer-designated, job-required behaviorial skills, just as one would teach technical or occupational skills. Efforts are underway to test this approach in other settings. (PB 211696, PB 211787, and PB 213863)

2. An experiment with the use of monetary incentives to enhance the trainees' progress in remedial English classes, though inconclusive, yielded some insights into the types of problems that can confound the design of experimental research. (PB 213861)

3. Applying the concept of the industrial advisory committee in the project's activities has produced some guidelines on how manpower program staff can make effective use of industry and union officials to insure the relevance of the training provided and the availability of jobs when training has been completed.

Contract 82-34-69-21

*Fulfilling the Potential of NYC-2 (Four Monographs: Integrating Remedial Education Into NYC Training Programs; Criteria for the Selection and Training of NYC Work Supervisors; New Directions in Vocational Counseling of NYC Trainees; The Utilization of Industrial Advisory Committees to Increase Employment Opportunities)

NTIS–PB 199437.

*Industrial Guidelines for Undertaking a Hard-Core Employment Program: An Analytic Case Study of the Experience of an Urban Industrial Organization

NTIS–PB 199481.

*Problems of the Disadvantaged in Test-Taking

NTIS–PB 199431.

*The Work Sample: Reality-Based Assessment of Vocational Potential

NTIS–PB 199474.

Contract 82-36-71-07

*Applications of Videotape Resources in Manpower Development Programs, by Paul McHugh

NTIS–PB 214047 ($3.75).

*Comprehensive Report on MFY Experimental Laboratory Activities in 1971: Volume 1–Projects to Be Pursued During Second Year of Contract; Volume 2–Projects Completed During First Year of Contract

NTIS.

*The Experimental Manpower Laboratory's R&D Pursuits from 12/16/70–12/15/72 and R&D Projects to Be Undertaken from 12/16/72–4/15/74: Development and Evaluation of Innovative Strategies for Enhancing Employment for the Hard-to-Employ.

NTIS–PB 214163 ($9).

*Field Experiments in Manpower Issues (Three Reports: The Effects of Monetary Incentives on the Learning of Remedial English by Disadvantaged Trainees; The Reward Preferences of Neighborhood Youth Corps Trainees: Necessities vs. Luxuries; and the Feasibility of Coupling Available Manpower Development Services with Residential Addiction Treatment Facilities: I. The Residents' Viewpoint), by Irwin Feifer, Bruce Eckman

NTIS–PB 211804.

*The Reward Preferences of NYC Trainees: II–Program Tenure Correlates of Differential Preferences, by Bruce Eckman and Judith Simons

NTIS–PB 214062.

*Service vs. Research in a Manpower Development Agency: The Impact of the Introduction of Controlled Research on Staff Morale, by Irwin Feifer

NTIS–PB 213879.

*A Three-Part Study of the Effectiveness of Monetary Incentives on the Acquisition of Remedial English Skills by Disadvantaged Trainees, by Bruce K. Eckman

NTIS–PB 213861.

*Fulfilling the Potential of NYC-2 (Six Monographs: Using Government Agencies for Training the Disadvantaged for Employment in the Public and Private Sectors; Preventive Phonetics for Teaching English Pronunciation to Spanish Speaking Trainees; A Study of Three Major Textbooks Which Use the Audiolingual Method for Teaching English as a Second Language; Operating a Public Service Business as a Neighborhood Youth Corps Training Site; Overenrollment Problems in a Manpower Training Program; and Guidelines in the Utilization of Training Incentives), by Fred Lorber et al.

NTIS–PB 211814.

*Combining Professional Roles to Optimize Program Delivery, by Harold Reinish

NTIS–PB 213988.

*Dropout Prevention: A Proposed Model for Utilizing NYC-2 to Facilitate Career Education, by Joel R. Seldin

NTIS–PB 213986.

*Guidelines for Effective Placement and Follow-up on Outstationed NYC-2 Job Training Sites, by Harold Reinish

NTIS–PB 213987.

*Linking the Neighborhood Youth Corps and MA-JOBS Programs into a Sequential Training Employment Model, by Fred Lorber and Irwin Feifer

NTIS–PB 213898.

*The Pre-Program Orientation: Toward Enhancing Success in NYC-2 Job Training, by Frank Broughton and Hal Reinish

NTIS–PB 213897.

*Refining NYC-2 Guidelines: Toward an Expanded Definition of Assessment, by Joel R. Seldin

NTIS–PB 213985.

*Toward an Expanded Definition of Assessment: I. The Determination of Viable Job Training Areas, by Joel R. Seldin

NTIS–PB 213989.

*Using Government Agencies for Training the Disadvantaged for Employment in Public and Private Sectors: II. The Consortium Model, by Jerome G. Schenkman and Emily Rodriguez

NTIS–PB 213896.

*Identifying On-the-Job Behavioral Manifestations of Drug Abuse: A Guide for Work Supervisors, by Harold Reinish

NTIS–PB 211731 ($4.50).

*Maximizing Your Training Efficiency: The Application of Behavioral Principles to Job Training, by Lenore Neiswender

Workbook: NTIS–PB 214018; Manual: NTIS–PB 214021.

*The Neighborhood Youth Corps Goes to Fiji: Job Training for Another Society's Disadvantaged Youth, by Joel R. Seldin

NTIS–PB 213864.

*New Approaches to Work Sample Utilization, by Paul McHugh

NTIS–PB 211788.

*Problems in the Application of Behavior Modification Principles for Teaching Job-Required Behaviors to Disadvantaged Manpower Trainees, by Irwin Feifer and others

NTIS–PB 213865.

*Teaching Job-Related Behavioral Competencies Through the Use of Prescribed Leader Interventions Within a Structured Group Counseling Program, by Richard Tobias

NTIS–PB 213863.

*Teaching Job-Required Behaviors via the Systematic Use of Prescribed Group Counseling Interventions: The Program and Its Operational Feasibility, by Richard Tobias

NTIS–PB 211787.

*Training the Hard-to-Employ in Job-Required Behavioral Skills: Group Counseling Materials

NTIS–PB 211696.

*Training Manpower Development Work Supervisors in the Use of Behavior Modification Techniques to Teach Job-Required Skills, by Lenore Neiswender

NTIS–PB 213862.

1.74 NATIONAL COMMISSION ON RESOURCES FOR YOUTH, INC.
NEW YORK, N.Y.

Grant 42-1-004-36
Funded to June 30, 1974

Day Care–NYC Youth Helper Program

This project is exploring the feasibility of integrating in-school Neighborhood Youth Corps enrollees into the staffs of day-care centers. The purpose of this new work experience model is to: (1) Facilitate development of effective work habits; (2) provide exposure to a number of career opportunities, including those in the field of child care; and (3) better prepare the participating youth for parental responsibilities.

During the initial phases of this project, the grantee established the new model at six locations among rural, urban, and suburban populations, including black, white and Mexican American students, and developed "how-to" materials for the use of others in implementing the model at potential new locations.

During the final phase of the project, the grantee will field-test and refine the "how-to" materials at two additional field sites and conduct a large-scale assessment of the impact of the model on participating students and institutions.

1.75 NORTH STAR RESEARCH AND DEVELOPMENT INSTITUTE
MINNEAPOLIS, MINN.

Contract 41-1-001-27
Funded to February 1974

Dr. Guy H. Miles, Division of Social Sciences

Developing Model NYC Programs for Rural Youth

This project builds upon the results of the researcher's earlier study of Neighborhood Youth Corps (NYC) projects for rural youth in the North Central States. The present study has three phases. Phase I developed a model program emphasizing those factors shown by the prior research to have a positive effect on the future of the program enrollees. Three models were operated during Phase II and baseline data on the operations were collected. The objective of Phase III is to determine how effective the rural youth program has been by comparing the occupational and social adjustment attained by youths who complete the program with the adjustment of matched control subjects who have not been in it.

*NTIS–PB 202826 (Phase I).

1.76 NORTH STAR RESEARCH AND DEVELOPMENT INSTITUTE
MINNEAPOLIS, MINN.

Contract 41-2-002-27
Funded to November 15, 1973

Dr. Guy H. Miles, Division of Social Sciences

Optimizing the Benefits of Neighborhood Youth Corps Projects for Spanish-Surname and Indian Rural Youth in the Southwestern States

This research project will develop information concerning American Indian and Spanish-surname youth from the rural Southwest comparable to the information obtained previously for rural youth in the North Central States (see 1.75). These data will be analyzed to determine what factors are significantly related to the social and occupational adjustment of these young people, and which of these factors can be altered more effectively through structured government-supported youth projects than through other institutions. The findings will provide guidelines from which a model youth program will be developed, together with tentative outlines of model projects for such a program.

The models will be uniquely structured to meet the specific problems that face the Indian and Spanish-surname rural youth from the Southwest. To the degree possible, they will provide a program that is compatible with the unique value systems inherent in the cultural subgroups, but will nevertheless prepare the youthful members of these subgroups for successful adjustment to the world in which they will live as adults.

*Interim Report: A Survey of the Literature Relevant to Spanish-surname Rural Youth in the Southwestern States, by Nancye Belding, William F. Henry and Guy H. Miles

NTIS–PB 212407.

1.77 SAINT LOUIS UNIVERSITY
ST. LOUIS, MO.

Grant 42-29-72-07
Funded to December 15, 1973

Dr. George D. Wendel, Center for Urban Programs

Operations Research to Monitor-Analyze the Impact and Effectiveness of the "Vocational Exploration in the Private Sector" (VEPS) Pilot Program for In-School NYC Enrollees

This project will follow up on youth enrolled in the 1971-72 VEPS pilot program (VEPS-I) and analyze the impact of revised VEPS guidelines on program operations in 1972-73 (VEPS-II), as a means of determining VEPS outcomes and developing technical materials and instructions and other guides needed to facilitate and make more effective any future expanded implementation of VEPS.

The grantee will: (1) Track the vocational experiences of VEPS-I enrollees through and immediately subsequent to their 12th grade school year; (2) monitor and analyze VEPS-II programing with respect to its administrative organizational patterns, practices for selection of enrollees and job development, work activities at employers, and operations for pre-job orientation/counseling/career exploration; (3) convene a conference of participating VEPS-II agencies; (4) conduct research to compare VEPS-I and VEPS-II experiences with each other and with experiences of other (regular) in-school NYC programs; and (5) develop a refined model and related guide materials for VEPS.

1.78 WATTS LABOR COMMUNITY ACTION COMMITTEE
LOS ANGELES, CALIF.

Grant 42-06-72-08
Funded to December 31, 1973

John Jones

Development of a Monitoring-Assessment System for the Camp Saugus Residential Youth Opportunity Program

This project will develop a management information system and related monitoring and assessment practices for the Camp Saugus residential youth opportunity program (an NYC-type program sponsored by the Watts Labor Community Action Committee–see 1.99), as a means of improving the program's accountability for performance and outcomes and of facilitating management activities to better the design and linkage of the complex of program services at Camp Saugus.

The grantee will: (1) Review current Camp Saugus program data/information/recordkeeping practices and systems; (2) identify gaps and duplicative practices in selection of needed data/information for monitoring and assessing the program's operations and outcomes; (3) design new data and monitoring instruments and analysis procedures to operate as an integrated and coordinated system; (4) pretest and test the efficiency of the newly designed management information system; and (5) provide staff development and other activities to enable continued operation of the system as a regular component of the Camp Saugus program.

COMPLETED PROJECTS

1.79 CAREER DEVELOPMENT INTERNATIONAL, INC.
● NEWTON, MASS.

Contract 82-25-71-46

Charles D. Orth, III, and Frederic Jacobs

Demonstration Project to Design, Develop, and Teach a Model Health Care Career Program for the Neighborhood Youth Corps

This project explored the feasibility and value of developing a year-round, career-oriented, in-school Neighborhood Youth Corps (NYC) program as a means of assisting youth to remain in school and attain private nonsubsidized employment.

The contractor provided in-school NYC enrollees with: (1) Year-round work experience and career orientation in meaningful entry-level health-care occupations during their 11th year of high school; (2) strong career orientation to develop a positive self-concept and motivation for staying in school; (3) opportunity for moving from NYC stipends to paid employment in the health-care field while still in school; and (4) guidance in selecting school courses that reinforced or supplemented their work experiences and career orientation.

*NTIS–PB 221456.

1.80 EVALUATION TECHNOLOGY CORPORATION

- CAMARILLO, CALIF.

Contracts 42-9-003-05 and 42-0-001-05

NYC Goes to a Community College, and Expanding the Model to In-School Components of the NYC Program

In the summer of 1969, 12 community colleges in California cooperated with local Neighborhood Youth Corps (NYC) sponsors to operate work-and-study programs. In 1970 the program model was extended to five cities in five States. Youth were recruited from high school juniors and seniors who needed some economic support and some fresh incentive to continued study and effort. The colleges admitted the enrollees to regular and special college credit classes, provided tutoring and instructional support for students needing extra help, provided educational and vocational counseling, and supervised the work of each enrollee. The students passed the college courses with satisfactory grades.

By combining a college environment, college courses for credit, work for pay, and counseling, the great majority of enrollees developed new career plans and new levels of self-confidence.

In 1971 and 1972 special presentations were made to NYC sponsors and local community colleges so that they could learn about overall design and daily operations and procedures of the model program.

Outcomes of the efforts to spread the model have been rewarding. More than 10,000 NYC youth have participated in the program, which grew from a pilot model to 128 programs in 1972. Most of the programs have been implemented in conjunction with summer NYC projects. Success has also been achieved in extending the model to youth enrolled in the NYC in-school program.

*1. Summer NYC Goes to a Community College, 1971

NTIS–PB 202931.

*2. NYC Summer/In-School Goes to a Community College: A Proven Program for Youth

NTIS–PB 220914.

1.81 THE GEORGE WASHINGTON UNIVERSITY

- WASHINGTON, D.C.

Grant 42-11-72-04

Dr. Regis H. Walther, Manpower Research Projects

A Study of the Effectiveness of the Graham Associates' Demonstration Project on NYC-2 Education Programing

The objective of this project was to assess the impact and effectiveness of revised education components established by Graham Associates (see 1.82) in a demonstration project involving four Neighborhood Youth Corps programs for out-of-school enrollees (NYC-2).

The New Education Program (NEP), designed and administered by Graham Associates, involved a core curriculum of Job Corps programed learning materials, teacher training, and program monitoring. The evaluative research on NEP effectiveness was undertaken by Manpower Research Projects (MRP). Evaluative data included initial interview and placement and achievement test results at 3-month intervals, and termination reports. These data were augmented by MRP site reconnaissance and reports from Graham Associates. When data collection ended in March 1973, approximately 10 months after the earliest NEP project was initiated, 230 enrollees had participated in NEP education.

The research design included control study groups for the experimental NEP student groups. Since this could not be implemented, baselines for the consideration of NEP effectiveness were instead provided by the results of earlier MRP studies related to the NYC education of out-of-school enrollees, namely, the Accelerated Learning Experiment (ALE) (see

1.93) of MRP's earlier study on the effectiveness of NYC-1 projects.

Results from the NYC-1 out-of-school education components were almost totally ineffective. The Accelerated Learning Experiment, designed to provide more effective education for enrollees, produced more significant results than the conventional NYC education components. The NEP results were even better.

Like the NEP, the ALE utilized Job Corps instructional materials. In general, the ALE students participated about the same length of time as NEP students, but ALE students showed far less gain on measures of academic achievement. In the ALE, 36 percent of the initial students were in the program at least 6 months, while the comparable NEP proportion was 31 percent; but only 55 percent of ALE students tested after 6 months' participation showed academic improvement as compared with 90 percent of the NEP students. Although the two programs were not closely related, these comparisons support the conclusion that the NEP was more effective in producing academic improvement.

1.82 GRAHAM ASSOCIATES, INC.
- LAFAYETTE, CALIF.

Grant 42-06-72-02

Gary S. Graham

Research and Demonstration Project on NYC-2 Educational Programing

This project explored the feasibility and value of establishing more effective education components of Neighborhood Youth Corps programs for out-of-school enrollees (NYC-2). The grantee undertook to design a new education component for NYC-2 projects which would be sensitive to the specific needs of NYC enrollees and would allow for the unique characteristics of individual NYC projects. A review of the literature and the grantee's involvement with numerous NYC projects suggested several characteristics for an NYC education component: Open enrollment, student-orientedness, use of the teacher as facilitator, and salable methodology and materials.

The grantee introduced a new education program utilizing as the core curriculum programed learning materials developed by the Job Corps.

The program was implemented in four out-of-school NYC-2 projects in California: San Francisco, Orange County, Compton, and Santa Barbara. The grantee was involved with administration, program layout, teacher training, and followup monitoring of the four sites during 1972-73.

The grantee's final report summarizes appropriate strategies to be followed in designing and implementing an in-house education component for NYC-2 projects including program design, procedures, and instructional materials.

The Manpower Research Projects group of the George Washington University conducted a companion project to evaluate the grantee's implementation effort (see 1.81).

*Developing an In-House Education Component for NYC-2 Projects: Program Design, Procedures, and Instructional Materials, by William J. Enright and Gary S. Graham.

NTIS–PB 220023.

1.83 HIGHER EDUCATION DEVELOPMENT FUND
- NEW YORK, N.Y.

Grant 42-36-72-03

Norman R. Palmer

Demonstration Project to Expand the Manpower Development-College Adapter Program Model to the Out-of-School NYC and Other Manpower Programs

This project continued work initiated by the City University of New York (see 1.96) in providing special educational enrichment services to out-of-school Neighborhood Youth Corps

(NYC) enrollees as a means of qualifying them for college entrance and linking NYC to the public college system of a major city.

Now an established component of the New York City Human Resources Administration's Manpower and Career Development Agency, the project recruits and selects NYC enrollees and other manpower program trainees and provides them with educational enrichment for broader career options and (upon completion) guaranteed admission to the public college system for specific career preparation and advanced opportunity.

In the final phase of project activity, the contractor undertook a utilization development effort to show other manpower programs how to strengthen their educational components and thereby provide broader career options for their enrollees.

Now available are two evaluations by the National Committee on Employment of Youth (see 1.96) and the reports listed below.

*Manpower Education Monograph Series

Vol. I: Orientation and Assessment

NTIS–PB 218062 ($4.50).

Vol. II: Curriculum Design

NTIS–PB 218063 ($5.45).

Vol. III: Tutoring Center and High School Equivalency Preparation

NTIS–PB 218064 ($4.85).

Vol. IV: Administration and Counseling

NTIS–PB 218065 ($4.50).

Complete set of four volumes

NTIS–PB 218061 ($16).

*The College Adapter Program–Manpower Training and Utilization: A Final Report. Part I: The College Adapter Program; Part II: The Utilization Development Institute for the Manpower Development–College Adapter Program

NTIS.

1.84 THE HUDSON GUILD
• NEW YORK, N.Y.

Grant 42-1-003-36; Contract 42-36-72-01

Linking Professional and Technical Employers to the In-School NYC Program

This project explored, in an NYC-type program, arrangements whereby employers cooperated in broadening work experience opportunities for in-school disadvantaged youth. Professional and technical employers provided up to 10 hours per week of work experience to in-school NYC enrollees, who produced posters, pamphlets, and films related to community issues.

The small number of students and the quality and personality of the project director may have contributed more to the project's success than reasonably can be expected in a large NYC program.

*Teenage Opportunity Program–An Experimental and Demonstration Project Linking Professional/Technical Employers to the NYC In-School Program

NTIS.

1.85 JOB CORPS HEALTH UNIT U.S. DEPARTMENT OF LABOR
• WASHINGTON, D.C.

Contract 82-11-71-15

Survey of Knowledge, Attitudes, and Patterns of Use of Drugs by Job Corps Enrollees

This project sought to: (1) Gain information concerning the knowledge, attitudes, and patterns of drug use by Job Corps enrollee groups of differing socioeconomic, geographic, environmental, and cultural origins; and (2) ascertain the extent to which Job Corps center staffs and enrollees have similar knowledge, attitudes, and perceptions concerning drug use.

The contractor designed, developed, administered, and analyzed results of a comprehensive questionnaire aimed at gathering Corpsmen and staff attitudes toward, and perceptions of drug use from, approximately 13,000 Corpsmen and center staff at 16 selected Job Corps centers.

1.86 NORTH STAR RESEARCH AND DEVELOPMENT INSTITUTE
- MINNEAPOLIS, MINN.

Contract 41-2-001-27

Dr. Guy H. Miles, Division of Social Sciences

Optimizing the Benefits of Youth Projects for Rural Youth in the Southeastern States

This study in a five-State area in the Southeast is one of a series aimed at developing better programs for rural youth (see 1.75 and 1.76). Hypotheses about community, educational, and individual factors that affect the future of rural youth from the Southeast were tested by following a sample of youths from a representative cross-section of rural counties. The investigators also gathered extensive information about each county and its schools. The former students were queried about their early history, social adjustment, education, and migration patterns. The data obtained in the home community and those obtained from the questionnaires were then analyzed to determine whether the hypothesized relationships actually existed.

The findings suggest a two-level program. The NYC-2 program emphasizing skill training for school dropouts is adequate, with some redirection, for Level One. Level Two should be an in-school program that supplements the educational system with needed occupation-related services and counseling. The report suggests that: (1) Dropout prevention should be emphasized and the program should begin in the 8th grade; and (2) the NYC-1 model is inappropriate for Level Two and the two levels should be coordinated to achieve a common goal.

A separate report provides a model for testing the research hypotheses and describes the framework of a program for rural youth in the Southeastern States. It also provides guidelines for model projects within this framework.

*A Survey of Recent Literature Relevant to Optimizing the Benefits of Youth Projects for Rural Youth in the Southeastern States, by Barbara M. Rogoff, William J. Schneider, and Guy H. Miles

NTIS–PB 212562.

1.87 STOCKTON UNIFIED SCHOOL DISTRICT
- STOCKTON, CALIF.

Grant 42-06-72-05

Joseph P. Gonzales

Summer/In-School NYC Vocational Exploration Experiment

The project was established to test the hypothesis that dropout-prone disadvantaged 10th grade students would remain in school and plan a vocational career if they were exposed to a variety of structured work experiences in public and private organizations. The project sought to: (1) Make 63 experimental group students, randomly selected from a large pool of Neighborhood Youth Corp (NYC) enrollees, more aware of the labor market and the prerequisites for entrance into career-type occupations; (2) motivate them to complete high school by revealing to them their educational and vocational needs; (3) demonstrate to employers the potential of students to perform adult jobs; (4) determine in what ways special vocational and personal counseling and guidance serve disadvantaged students; (5) determine what kinds of work situations offer disadvantaged students the best opportunities to develop work skills; (6) help high schools develop adequate career guidance programs for disadvantaged students; and (7) develop a model for other NYC program sponsors to replicate the project's functions or utilize its findings to improve the merits of their NYC programs.

The results and effects of the work experiences and special counseling provided by project staff were compared with the experiences of a control group of 63 similarly disadvantaged 10th grade students. Other data were collected from employers, teachers, and counselors to determine group progress. Students were interviewed to determine their assessment of the experiences and questionnaires were completed by all to determine their evaluation of the project.

The project concluded that disadvantaged students in the experimental sample were better able to plan their employment future after completing a work exploration program, and that their career interests will be influenced by professional vocational guidance, by employers, and by experience.

The project explored the opportunities for the inclusion of the private sector in the NYC program and tested the capability of employers to provide meaningful work experiences for NYC enrollees. It reported that employers were inclined to support the NYC program goals and provide students with supervision and on-the-job training. These employers appeared to be impressed with the students' work behavior and willingness to learn, but were dismayed that the schools have done such an inadequate job to help them overcome their academic deficiencies.

*Neighborhood Youth Corps Vocational Exploration Research and Demonstration Project, by Joseph P. Gonzales, S. Stephen Uslan, et al.

NTIS.

1.88 SYSTEMS RESEARCH INCORPORATED

- LANSING, MICH.

Contract 42-26-72-09

William R. Baucom

Survey and Analysis of Innovative In-School Neighborhood Youth Corps Program Models

This study examined in-school Neighborhood Youth Corps (NYC) programs during the 1972-73 school year to identify the origins and nature of local program innovations, to develop "how-to-do-it" guides based on successful innovations, and to outline a retrieval system for reporting and disseminating information on successful local innovations.

The final report presents a conceptual model and findings covering: Enrollee Entry (how to reach and recruit eligible youth, application forms, handling parents, assessing enrollees, school/work plans); Enrollee Orientation (topics for discussion, how to present them, evaluating orientation); Matching and Alinement (matching enrollees and employers, assignment, job rotation, adjustment to work environment); Program Monitoring (structure, records, use of findings); Counseling (conditions for counseling, counseling process); Supportive Services (remedial education, health services, transportation, etc.); Program Administration (planning, implementing, monitoring, evaluating); Community Linkages and Public Relations (goals, staff and enrollee responsibilities, suggested approaches).

*In-School Youth Manpower–A Guide to Local Strategies and Methods

NTIS.

1.89 WATTS LABOR COMMUNITY ACTION COMMITTEE

- LOS ANGELES, CALIF.

Contract 42-9-004-05 and 42-0-002-05

Community Elite Corps

The Community Elite Corps (CEC) is designed to help build a comprehensive youth development and work experience program run by a local community organization, and to help develop a model Neighborhood Youth Corps (NYC) program for in-school youth focused on self and community pride and development.

It is intended for in-school 16- to 18-year-old youth previously ineligible to participate in manpower activities of the Watts Labor Community Action Committee (WLCAC), and is related to the WLCAC programs (financed by regular NYC funds) for both in-school 14- to 15-year-olds and out-of-school youth aged 16 to 21. Therefore, it is central to the design of comprehensive youth development activities at WLCAC.

The CEC enrolls in-school youth aged 16 to 18 in year-round activities not directly under the jurisdiction of the Los Angeles public schools (after school, on weekends, and during school recess). It is a program of vocational exploration, personal counseling, education remediation, work experience, leadership development, cultural enrichment, and recreation. Services are directed to developing strong peer group relationships. To a large extent, group activities are channeled into community services work as a means of advancing self-help and group pride as the central theme for other development.

This CEC concept has been implemented by highly visible services and improvements in the Watts area of Los Angeles, including building recreational facilities, providing assistance to senior citizens, leading and supervising younger youth, maintaining community facilities (for example, neighborhood beautification), and participating in the operation of community owned business (such as a gas station, supermarket, and credit union).

The CEC has stimulated group pride and a sense of personal achievement for disadvantaged youth, as evidenced by their participation in the program well beyond the number of paid hours of work each week. It has: (1) Inspired 95 percent of its enrollees to complete high school; (2) conditioned young men in the on-the-job requirements of the world of work; (3) provided these youth with personal discipline and other life skills needed for better adjusting to the greater society; and (4) enabled teenagers to contribute visibly to the betterment of the community.

REPORTS

1.90

American Scholarship Association–No. 42-0-003-34

The American Scholarship Association Westchester Program–A Learning Center-Work Experience Design: Neighborhood Youth Corps Students Choose College Careers in the Allied Health Professions, by Karyl F. Josman and Dr. Virginia Staudt Sexton

NTIS.

1.91

Education and Training Associates, Inc.–Ralph A. Paolillo, Jr., No. 42-0-004-7.

A Demonstration Project for In-School Neighborhood Youth Corps Enrollees Employed in Action-Research

NTIS–PB 219641.

1.92

Fordham University–Mary G. Powers, Gerald M. Shattuck, and Charles Elliott, No. 41-7-010-34.

The Job Supervisor's Role in Neighborhood Youth Corps Programs for Out-of-School Youth

NTIS–PB 194771.

1.93

George Washington University, The–Regis H. Walther, No. 41-7-004-09.

A Study of the Effectiveness of Selected Out-of-School Neighborhood Youth Corps Programs, Phase III (A Study of NYC-1 Projects)

NTIS–PB 187933.

1.94

Hospital Research and Educational Trust of New Jersey–No. 92-32-70-01.

Student Health Opportunities Program: A Summer Youth Employment Program

NTIS–PB 199112.

1.95
National Commission on Resources for Youth, Inc.–No. 42-0-005-34.

An Evaluation of the Youth-Tutoring-Youth Model for In-School Neighborhood Youth Corps Programs, by Len Granick, New Careers, Inc., and Frederick Strodtbeck, The University of Chicago

NTIS.

1.96
New York, The City University of and National Committee on Employment of Youth–No. 42-9-007-34.

1. Enrichment Services to Qualify the Disadvantaged for College Entrance

NTIS–PB 199086.

2. Evaluation Report: The City University of New York College Adapter Program

NTIS–PB 203524.

3. Evaluation Report, with 1971-72 Comparative Data and Review of Manpower Effectiveness: College Adapter Program of the Human Resources Administration, City of New York, and the Manpower Administration, U.S. Department of Labor, January 1973

NTIS.

1.97
Saint Louis University–No. 82-29-71-34.

Assessment of Pilot Vocational Exploration in the Private Sector (VEPS) NYC In-School/Summer Program

NTIS.

1.98
Training and Research Institute for Residential Youth Centers, Inc.–No. 42-9-001-7.

The Training and Research Institute for Residential Youth Centers, Inc., A Final Report

NTIS–PB 199384.

1.99
Watts Labor Community Action Committee–Nos. 42-9-005-05 and 42-06-71-02.

Camp Saugus Residential Job Center

MA/ORD (Forthcoming).

Other Public Programs

ONGOING PROJECTS

1.100 AMERICAN ASSOCIATION FOR HEALTH, PHYSICAL EDUCATION, AND RECREATION
WASHINGTON, D.C.

Contract 41-2-003-11
Funded to August 31, 1973

Dr. Donald E. Hawkins

An Exploratory Study of Paraprofessional Recreation and Park Job Opportunities for the Disadvantaged in the Work Experience, Public Service Careers, and Public Employment Programs

This project seeks to determine the nature and extent of the employment of the disadvantaged in park and recreation occupations and the possibility of using manpower development and training programs to increase job opportunities for them.

The research is drawing on three sources of data: (1) A literature search to assess utilization of the disadvantaged in park and recreation jobs and to develop a conceptual framework for classifying data gathered in field investigations; (2) job trends, basic demography, and worker assimilation in five jurisdictions chosen to represent maximum variance in agency type, source of funding, nature of community, status of work-training programs, and accessibility of sites and their amenability to use; and (3) a survey of the extent to which the findings of the field investigations apply throughout the United States. Barriers, constraints, and problems confronting agency administrators are being examined and possible solutions identified.

1.101 U.S. DEPARTMENT OF LABOR
BOSTON, MASS.

Contract 82-25-72-24
Funded to September 30, 1973

Lawrence W. Rogers, Regional Manpower Administrator

Training Program for Minority Contractors on State Bidding of Construction Contracts

This project, sponsored by the Massachussetts Executive Office of Transportation and Construction, has designed and is operating a training program for minority contractors in the procedures of bidding for State construction projects, as a basis for expanding minority contractor work on State construction and aiding affirmative action programs to expand minority employment in construction.

Volunteer trainers from a variety of State agencies, universities, and construction contractor groups have conducted a 6-month course on the "how to's" of State construction bidding. Included are financing, contract performance, contract analysis, and legal aspects of State bidding. Minority contractors are obtaining followup assistance in analyzing their bidding experience.

1.102 OPTIMUM COMPUTER SYSTEMS, INC.
NEW YORK, N.Y.

Contract 42-36-73-05
Funded to June 30, 1974

Jack W. White

Evaluative Research on Impact of Multiple Treatment Manpower Program Using Baltimore CEP Data as a Basis

The first phase of this project will seek to develop criteria and methods for assessing the impact and effectiveness of multiple-service manpower programs–individual program components as well as the overall program. In the second phase, these criteria and methods will be used to analyze the effectiveness of components of the program in serving clients and assess their impact on clients. Factors to be considered include program objectives, operational guidelines, level and intensity of activities, prescribed vs. actual operating procedures, and operational and administrative costs. The Baltimore Concentrated Employment Program has been selected for the study because of the excellent operational data developed on participants by program component and the availability of cost and followup information.

COMPLETED PROJECTS

1.103 TEMPLE UNIVERSITY
• PHILADELPHIA, PA.

Contract 41-1-002-42

Dr. Richard D. Leone, Department of Management

Employability Development Teams and Federal Manpower Programs: A Critical Assessment of the Philadelphia CEP's Experience

This study was undertaken to determine whether implementation of the Employability Development Teams (EDTs) at the Philadelphia Concentrated Employment Program (CEP) improved the manpower delivery system and subsequently enhanced the clients' economic well-being. It compared the 1970 CEP that had teams with the 1969 CEP that operated without them.

A sample of 261 clients served in 1969 and 274 served in 1970–matched on the basis of age, sex, race, education, and completion of the program–were interviewed. An open-ended questionnaire was administered to 15 team members who worked at CEP in both 1969 and 1970. A sample of 173 employers, stratified on the basis of the year or years they employed CEP enrollees, were interviewed.

The overall impact of the teams upon the program, employers, and enrollees was minimal. They did, however, improve the process of assessing the client by opening communication among team members with varying agency affiliations, and became an entity with which staff members could relate. Thus, they reduced some of the interorganizational conflict which existed between subcontracting agencies.

The most successful teams were those with the most realistic evaluation of the program and the clients' potential. The most realistic teams also had the most experience with CEP. Thus, the study has application for agencies considering the use of EDT's in the organization of services for disadvantaged clients.

*NTIS–PB 213790 ($6).

REPORTS

1.104

Michigan, The University of–Robert L. Kahn and Robert P. Quinn, No. 41-8-002-24

Turnover and Training: A Social-Psychological Study of Disadvantaged Workers

NTIS–PB 194775.

1.105

Pensylvania State University, The Institute for Research on Human Resources–No. 41-8-004-40.

Recruiting, Placing, and Retaining the Hard-to-Employ: A Study of Factors Influencing the Retention of Participants in a Concentrated Employment Program and in Their Subsequent Employment

NTIS–PB 204600.

Private Programs

COMPLETED PROJECTS

1.106 BOISE CASCADE URBAN DEVELOPMENT CORPORATION

• WASHINGTON, D.C.

Contract 82-11-71-50

Pilot Project to Explore Feasibility of Preparing Disadvantaged Persons for Employment in Licensed Real Estate Sales and Management Jobs

The project tested the feasibility of preparing disadvantaged persons for employment in licensed commission jobs in real estate sales and management.

A consortium of four real estate brokers employed disadvantaged persons who had never been prepared to take a State examination for the real estate salesman's license. During an 8-month period these workers were trained by the contractor in cooperation with the employer consortium. They received orientation to the real estate industry, instruction to prepare them for the Maryland and D.C. real estate salesman examination, job-related education, personal development training, special counseling, instruction in real estate property management, and related on-the-job training. At the end of the training period they were to be employed on a commission basis and followed up for 6 months.

The contractor found recruitment for the project extremely difficult. Only 13 people responded to advertisements on radio, television, in the press, and through the local offices of the employment service (ES) and the Work Incentive (WIN) Program. All 13 were selected. Of these 2 dropped out of the program and only 3 of the remaining 11 are working in the real estate firms where they were placed.

1.107 BUREAU OF LABOR STATISTICS U.S. DEPARTMENT OF LABOR

- WASHINGTON, D.C.

Contract 81-09-70-19

Neal H. Rosenthal, Manpower and Occupational Outlook Division

Pilot Survey of Occupational Training in Industry

The primary objective of this project was to investigate the feasibility and best method of collecting data on enrollments and completions of occupational training in industry.

Questionnaires were mailed to a sample of 470 firms in the metalworking, electric power, and telephone industries. Personal interviews were conducted with a subsample of the firms, and a diary technique (a weekly log of training activities maintained by employers) was tested. Firms were queried on the number of employees who had completed apprenticeship, on-the-job, or classroom training in the specified occupations during 1970. They were also asked to classify the training as either entry or upgrading training.

The study found that company records contained enough of the required information to make collection feasible. Moreover, data on many other aspects of training are available and can be reported. Based on these findings, plans are being formulated for a nationwide survey of training in a major industry.

1.108 UNIVERSITY OF CALIFORNIA, LOS ANGELES

- LOS ANGELES, CALIF.

Grant 92-06-72-04.

Benjamin Aaron, Fred H. Schmidt, and Donald D. Sanburn, The Institute of Industrial Relations

A Project to Investigate the Introduction of an Organized System of Training into the Trucking Industry

In response to an emerging interest in training in the trucking industry, which has been indifferent to systematic training methods and somewhat antipathetic to hiring and upgrading minorities, this project investigated the possibilities for better organized training systems in the industry, building on the experience of experimental and demonstration projects (see 1.129).

With the help and cooperation of officials of the International Brotherhood of Teamsters, major trucking associations and fleet operators, the grantee assisted the industry in assessing the social and economic costs of organized training and exploring alternative methods of underwriting or sharing the costs.

1.109 HUMAN INTERACTION RESEARCH INSTITUTE

- LOS ANGELES, CALIF.

Contract 82-05-70-14

Helping Employers Make Use of What Has Been Learned About Sustained Productive Employment of the Disadvantaged

The contractor gathered information from employers, social scientists, and others with experience in the hiring, training, and retaining of disadvantaged persons and prepared an operating manual, *Productive Employment of the Disadvantaged: Guidelines for Action*. The manual was intended to aid employers, the staffs of National Alliance of Businessmen (NAB) Metropolitan offices, and members of volunteer groups of businessmen in providing technical assistance to businesses participating in the NAB-JOBS program. The contractor also organized a volunteer task force in the Los Angeles area to test the feasibility of such a means of providing guidance to businessmen. This pilot activity resulted in the production of a guidebook for volunteer task forces.

Productive Employment of the Disadvantaged is a distillation of what has been learned from programs to hire disadvantaged workers. It summarizes the insights, principles, and practices which have made the successful programs work well. Part of the manual's intention is to stimulate examination of present manpower practices in the light of updated practices which have been tested and found effective. The manual encourages thinking about and planning the use of manpower programatically, that is, as a systematic effort which includes recruitment, assimilation into the work force, training, supervisory practices, and upgrading.

The practices described are not meant to be prescriptions, since many are not applicable to all kinds of businesses or to all persons in the available manpower pool. They are more likely to be suitable for adaptation than for adoption.

The guidebook for volunteer task forces summarizes the experience of the pilot operation and gives NAB Metropolitan officials practical suggestions on how to set up similar operations in their own localities.

*Productive Employment of the Disadvantaged: Guidelines for Action

NTIS–PB 217124 ($6).

1.110 METROPOLITAN CLEVELAND JOBS COUNCIL

- CLEVELAND, OHIO

Grant 92-39-72-01

Theodore D. Small, President

Cleveland Executive Sabbatical Program

This project assessed the Metropolitan Cleveland JOBS Council's Executive Sabbatical Program, a new approach to the recruitment, development, and utilization of executives loaned to the council (the Cleveland office of the National Alliance of Businessmen) by private companies.

During the period in which the program was conducted and assessed, 13 companies lent executives, mostly young men just entering middle management, for periods ranging from 4 months to a year. All were given orientation and training, including participation in an urban affairs seminar, and were then assigned to assist the small, year-round council staff.

Data for the assessment were gathered from questionnaires completed by the executives and their company supervisors, and from documentation of meetings with the executives and council staff. It was found that loaned executives are most effective when: (1) They are recruited selectively and their skills match the needs of the NAB office; (2) they are assigned specific tasks related to their skills, interests, and company experience, and with clearly specified methods, deadlines, and long-term objectives; (3) the tasks are relatively short-term, varied, and offer measurable results; and (4) the executives receive close supervision, particularly during the early part of the sabbatical period.

The council plans to continue the executive sabbatical program, as modified by the learnings from its initial experience, and feels that it can be adapted for use by other NAB metropolitan offices.

*NTIS–PB 221133.

1.111 THE RESEARCH FOUNDATION OF THE STATE UNIVERSITY OF NEW YORK

- BUFFALO, N.Y.

Grant 91-36-71-41

Dr. Howard G. Foster, School of Management

The Development and Utilization of Manpower Resources in the Homebuilding Industry: A Local Survey of Contemporary Practices

This project examined labor market practices in homebuilding and compared them with those in the more extensive commercial sector of the construction industry. Interviews with 143 homebuilders and subcontractors in Buffalo, industry spokesmen in several northeastern cities, and officials of the National Association of Homebuilders cast new light on hiring practices, training, wages and benefits, and seasonality in a sector of construction activity that is predominantly nonunion.

The study found that: (1) There is much less seasonal unemployment than in nonresidential construction, because homebuilders tend to add temporary workers during peak periods rather than lay off regular workers in times of slack; (2) when construction activity is low, the homebuilding industry uses a few highly skilled craftsmen to direct large numbers of semiskilled workers; (3) when construction activity is high, homebuilders are the first to feel the pinch of manpower shortages as skilled workmen who can command union jobs leave for the more attractive openings that commercial construction offers; and (4) the ability of homebuilders to attract competent workers may be explained by the manner in which they adjust to seasonal fluctuations and the lower skill levels they demand.

*NTIS–PB 212200.

1.112 ORGANIZING AND SUPPORTIVE ASSOCIATION

- ITHACA, N.Y.

Grant 92-36-72-09

Dr. Chandler Morse, Department of Economics

Joint Minorities Development Program

This project developed a program combining training of minority and disadvantaged workers with production of a pilot model of self-help modular home, through a cooperative network of minority and community organizations.

It offered trainees, in conjunction with the construction of a model home, work experience, on-the-job training, and supplementary instruction, and then sought employment for them in home construction.

The findings of the project are being summarized in a report now in preparation.

1.113 UNITED STATES RESEARCH AND DEVELOPMENT CORPORATION

- ANTIOCH, CALIF.

Contract 82-34-68-37

William F. Haddad and David L. Seaton

Industrial Manpower Center: Employer Involvement in Programs of Short-Term Employability Preparation and Placement of Disadvantaged Persons

This project sought to determine whether "block" commitments of entry level jobs by employers could be coupled and coordinated with short-term job preparation training to assure a smooth transition into employment of disadvantaged persons. This involved the arrangement of job slots by organizations esteemed by the employer community and accepted by minority groups.

With the approval of a management association, the contractor: (1) Organized an industrial manpower center that provided a 10-week course in basic education, job behavior, and human resource development; and (2) offered placement service linked to large-scale job development activities and arranged related social services.

The project found that: (1) Marketing of each job candidate was necessary despite employer commitment to the general goals of the program; (2) a wide range of social services not commonly provided by training institutions were needed to keep trainees in the program; (3) employer support for these services did not counteract the opposition of those responsible for the needs of the disadvantaged; (4) the training facility must prove it can deal with the social problems of the group to gain standing; (5) the prospects of permanence for such a compensatory training facility would depend upon the extent to which it was initiated by the concerns of public and community institutions.

*Final Report: Antioch-Pittsburg Industrial Manpower Center (two vols.)

1.114 THE UNIVERSITY OF WISCONSIN
- MADISON, WIS.

Contract 81-55-71-04

Dr. Gerald G. Somers, Center for Studies in Vocational and Technical Education

Training and Skill Acquisition: A Pilot Case Study

This study analyzed the training procedures, sources, costs, and benefits of skill acquisition and the transferability of skills in a medium-sized machine tool company in Madison, Wis. The study also appraised methodological techniques in surveys of company training programs. Since substantial layoffs and a complete shutdown of the plant occurred during the course of the survey, it was also possible to examine the transferability of skills from one company to another.

Data were collected from company personnel records, from officials and employees (both present and former), and from union representatives and community organizations by questionnaire and interview.

The training and skill acquired at the company made a greater contribution to the employees' occupational advancement and earnings than the training and skill they had before the company hired them. Within the company, the combination of classroon and on-the-job training brought about greater advancement and earnings than either of these forms of training alone.

*NTIS–PB 220155.

1.115 THE YMCA OF METROPOLITAN CHICAGO
- CHICAGO, ILL.

Contract 82-15-70-11

The YMCA Manpower Project

The project sought to: (1) Determine whether and how the job retention of disadvantaged workers, use of employability plans, and opportunities for job progression among lower level employees could be increased by the services of an onsite job counselor assisted by specially trained support staff; and (2) explore whether and how employer workshops and seminars of management personnel could develop useful information on manpower utilization problems and ways of preventing or overcoming them, and could lead to preparation of descriptive materials with particular credibility among employers.

The contractor conducted employer workshops and seminars and worked with employers and lower level employees to develop and assess techniques to prevent and overcome problems that reduce the effective utilization of varied types of disadvantaged workers. The project has produced *A Practical Guide to Employing the Low-Skilled Disadvantaged Worker*, intended as a handbook for company personnel and government or nonprofit agencies interested in improving the employment performance of low-level personnel, especially those from disadvantaged backgrounds. It is based on discussions over a 2-year period with employer and union representatives about practical ways of keeping low-skilled workers productively on the job, and covers selection, orientation, supportive services, training, motivation, supervision, and higher management's role. The final report discusses problems encountered in seeking company involvement, and problems and recommendations evolving from in-company activities.

In continuing the work of the project, the contractor has established the YMCA Development Training Institute, where the knowledge gained in working with employers and their low-skilled disadvantaged workers is being utilized in an ongoing series of employer workshops and in various manpower training efforts.

*YMCA R&D Manpower Project: Final Report, March 1971-June 1972, by John Bates

NTIS–PB 221034 ($3.50).

*A Practical Guide to Employing the Low-Skilled Disadvantaged Worker, by David J. Rogers and Charles Silverstein

NTIS–PB 221965 ($7).

REPORTS

1.116
American Society for Training and Development–Garth L. Mangum, No. 91-53-70-40.

Training Directors in Programs to Hire the Disadvantaged

MA/ORD.

1.117
American Telephone and Telegraph Company–No. 82-36-71-02.

1. Changing Worker Behavior: An Evaluation of the Human Resource Center of the Pacific Telephone and Telegraph Company and the American Telephone and Telegraph Company, by Tore Tjersland, Colorado State University

NTIS–PB 221074.

2. Organizational Change: A Case Study of the Human Resource Center of the Pacific Telephone and Telegraph Company and the American Telephone and Telegraph Company, by Tore Tjersland, Colorado State University, and William G. Weissert, Claremont Graduate School

NTIS–PB 221075.

1.118
California Nurses' Association–No. 92-05-68-02.

Student Nurses' Association of California Recruitment Project

NTIS–PB 201164.

1.119
Educational Computer Corp.–Nos. 82-40-67-56 and 82-32-70-06.

1. Final Report, The SNAP/SMART Project

NTIS–PB 199976.

2. Final Report of SNAP/SMART II: A Simulation-Based Occupational Training Project, by Alan Letofsky

NTIS–PB 210864.

1.120
Harvard University–John T. Dunlop and D. Quinn Mills, No. 81-23-69-17.

Manpower Development and Utilization in the Contract Construction Industry

NTIS–PB 209263 ($5.45); *Industrial Relations and Manpower in Construction*, Heath-Lexington Books, Cambridge, Mass., 1972 ($12).

1.121
Household Employment Association for Re-Evaluation and Training–No. 82-40-68-28.

The Heart Report: A Household Employment Training, Counseling, Job Development and Placement Program

NTIS–PB 199498.

1.122
Household Management, Inc.–No. 82-34-68-32.

An Experimental and Demonstration Program to Improve the Status of Household Employment

NTIS–PB 200128.

1.123
Household Technicians of Western Pennsylvania, Inc.–No. 82-40-70-20.

Household Service Organization Development Project

MA/ORD.

1.124
Kansas State University–No. 82-18-68-31.

Homemaker Service Demonstration Training Project: Final Report

NTIS–PB 199473.

1.125
National Committee on Household Employment–No. 82-34-66-18.

National Pilot Program of Household Employment: Final Report of the Experimental and Demonstration Projects, March 15, 1968-December 31, 1970

NTIS–PB 203790.

1.126
National Manpower Policy Task Force–Charles A. Myers, No. 81-09-66-31.

The Role of the Private Sector in Manpower Development, by Charles A. Myers–Policy Studies in Employment and Welfare No. 10, The Johns Hopkins Press, Baltimore, Md., 1971 ($1.95).

1.127
New York, The Research Foundation of the State University of, Buffalo–John E. Drotning, David B. Lipsky, and Myron D. Fottler, No. 41-9-002-34.

Jobs, Education, and Training: Research of a Project Combining On-the-Job and Literacy Training for the Disadvantaged, Final Report, April 1972

NTIS–PB 211181 ($6).

1.128
Optometric Center of New York–Alden N. Haffner and Jerome Sherman, No. 81-34-70-11.

A National Study of Assisting Manpower in Optometry

NTIS–PB 202813.

1.129
Transportation Opportunity Program, Inc.–No. 82-05-69-02.

Transportation Opportunity Program–The First Three Years

NTIS–PB 202934.

1.130
Trimble Associates, Inc., M. K.–No. 82-11-71-05.

1. Final Report of the National Pilot Program on Household Employment, January 16, 1967-March 15, 1971

NTIS–PB 199476.

2. Three on a Single Theme: I–There Can Be Career Opportunities in Household Employment; II–Fair Play for Household Workers: A Training Guide for Employers with Suggested Personnel Practices; III–A Training Course Guide for Upgrading Workers in Household and Home Related Occupations

NTIS–PB 199134.

1.131
Washington (D.C.) Urban League, Inc.–No. 82-09-68-30.

Project SURGE (Services United for Responsible and Gainful Employment)

NTIS–PB 199103.

1.132
Women's Service Club–No. 82-23-68-27.

Homemaker Training Project

NTIS.

JOB CREATION AND SUPPORTED EMPLOYMENT

ONGOING PROJECTS

1.133 CALIFORNIA STATE PERSONNEL BOARD
SACRAMENTO, CALIF.

Contract 82-05-70-28
Funded to September 30, 1973

Proposal for Public Service Career Programs and Concurrent Experimental and Demonstration Project

This project explored the feasibility of modifying statewide personnel management operation and employment systems of the California State government as a means of restructuring jobs, creating new occupational patterns, and eliminating artificial barriers to entry-level employment. The project also assessed the potential for State government personnel reforms being adopted by city and county governments in California, as well as by State and local governments outside California.

The project was integrated with a Public Service Careers (PSC) Program conducted by the California State Personnel Board and the data collected under the PSC Program in developing the E&D project.

The final report is being prepared in three sections. The first section will summarize the project and its findings and give an overview of accomplishments and implications. The second will attempt to give program managers a full understanding of the project's background, operation, and practices. The third section will describe training and guidance material, monitoring and evaluation approaches, and the project's administrative control systems.

1.134 CALIFORNIA STATE PERSONNEL BOARD
SACRAMENTO, CALIF.

Grant 21-06-73-06
Funded to July 17, 1974

Richard Bernheimer

Transitional Employment Experimental Model (TEEM)

This project is exploring the feasibility of using public agencies to hire and train disadvantaged people and then find them part-time work elsewhere at which they will work until they master the job sufficiently to be hired on a full-time basis by their part-time employers. Arrangements are being made with other State and local agencies to develop and test models of transition from: (1) State agencies to other State or local agencies; (2) local agencies to State or other local agencies; and (3) State or local agencies to private employers.

At least 100 disadvantaged persons will be recruited to participate in the project through the California Human Resources Development Department, the Los Angeles County Department of Social Services, and other State and local agencies. A cost accounting system will be set up to record and report on training, supervision, and other overhead costs incurred by participating employers.

1.135 UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Contract 81-06-72-01
Funded to September 30, 1973

Dr. R. A. Gordon, Dr. Bent Hansen, Dr. Frank Levy, Dr. Lloyd Ulman, and others, Institute of Industrial Relations

Alternative Forms of Public Service Employment

The objectives of this set of studies are: (1) To investigate the problems of providing municipal jobs for low-skilled labor by comparing the characteristics of potential applicants with the requirements for potential jobs; (2) to describe the potential contribution of a public service employment program (PSEP) in meeting cyclical recession-induced unemployment and the structural problem of providing jobs for the hard-to-employ; (3) to analyze the inflationary effects of a large-scale job creation program; (4) to describe how a public service employment program could shift the supply schedule of labor in the private sector; and (5) to examine the quality of job opportunities available to parolees and the effect on turning them away from crime. (A study of 300 parolees from Massachusetts jails suggests that a significant number of those who found satisfactory jobs were deterred from returning to crime.)

A research seminar of the principal investigators and graduate students has been organized to discuss large-scale Federal PSEP. Research procedures include: (1) A survey of the literature; (2) econometric estimation of labor response functions under various programs; (3) an analysis of the implications of PSEP for the inflation-unemployment tradeoff; and (4) an analysis of suggested legislative devices to meet cyclical and structural unemployment.

1.136 EMPLOYMENT STANDARDS ADMINISTRATION U.S. DEPARTMENT OF LABOR
WASHINGTON, D.C.

Contract 20-11-73-25
Funded to September 30, 1974

Jack Karlin, Division of Research

Survey of Sheltered Workshops and Their Handicapped Clients

This survey has three major objectives: (1) To analyze sources and amounts of fringe benefits such as workmen's compensation, unemployment insurance, social security, and other income supplements to clients; (2) to analyze the effects of the 1967 Amendments to the Fair Labor Standards Act separating work activities centers from regular programs; and (3) to explore the feasibility of enlarging the sheltered work concept to expand employment and training opportunities for hard-to-employ persons who are neither physically nor mentally disabled. Institutional training, transition to, and reversion from, competitive employment, wages and productivity determination, capital investment relative to the provision of support services, operating income relative to expenses, and the efficiency and effectiveness of workshop program functions will also be studied.

A mail survey of 1,800 workshops and personal interviews with 3,000 clients from a stratified sample will provide the data for the survey.

1.137 UNIVERSITY OF PITTSBURGH
PITTSBURGH, PA.

Grant 92-42-72-29
Funded to August 31, 1973

Dr. James Craft

Analysis of R&D Approaches and Findings on Public Service Employment for Employability Development

This project will conduct a series of research analyses based upon the experiences and data of the Vermont Research and Development Manpower Project (see 1.141), as a means of determining outcomes and of developing program/policy guides and practices needed to facilitate and make more effective future programs of public service employment for welfare recipients and other low-income persons.

The grantee will: (1) Monitor the project data collection to insure the planned research data base; (2) guide the data analyses to meet the planned research design; and (3) prepare interpretative reports and monographs on the findings.

1.138 THE URBAN INSTITUTE
WASHINGTON, D.C.

Grant 51-11-73-01
Funded to August 31, 1973

Jodie T. Allen

Preliminary Design of an Employment Alternative to Welfare

This project will develop a conceptual framework for a national employment opportunities program for the public and private sectors and sheltered workshops (using wage subsidies to expand such opportunities to accommodate all registrants). It will provide training and necessary supportive services and emergency, interim, and supplemental income maintenance as required. Previous job-creation programs in the

United States and other nations will be reviewed, and costs and potential benefits of such a program will be compared with those of the present welfare system in the United States.

Necessary further activities will be described, including specifications for the detailed design of the project,the need for further preliminary research, and/or an operational pretest of administrative procedures.

1.139 VERA INSTITUTE OF JUSTICE
NEW YORK, N.Y.

Contract 82-36-71-09
Funded to December 31, 1973

Supported Employment Project

The contractor is determining the effectiveness and costs of a program of creating supported employment for chronic alcoholics and addicts.

The project will: (1) Develop and operate an enterprise, under the auspices of a nonprofit agency, to provide employment at regular wages for chronic alcoholics and addicts; (2) determine the extent to which such an activity can, after its developmental stage, generate income for its continuation and the extent to which it would require continuing support; (3) determine the degree to which various participants can perform in low-stress employment situations and/or progress to competitive employment; (4) analyze the operational practicalities of such an enterprise to develop guides for possible expansion of this type of job creation; and (5) explore the processes involved in obtaining continuing financing from agencies and organizations which would normally maintain these individuals. Participants are chronic alcoholics and drug addicts who have been unable to maintain regular employment in the community.

The Pioneer Messenger Service operated under this project is an experiment in employing persons considered unemployable because of their work histories and their backgrounds of drug addiction, incarceration, or alcoholism. It is a commercial messenger service which opened for business in March 1971 with nine employees and 20 client calls a day, and a year later was employing 35 messengers and answering 200 calls a day. A supportive services program assists employees with problems of housing, health, family, finances, and legal matters. But the primary focus is on work. The experiment indicates that a majority of the hard-core unemployed are not only employable but make excellent employees. The remaining months of the project should provide more conclusive data to support this preliminary conclusion.

*The Pioneer Messenger Service–Supported Employment Project of the Vera Institute of Justice (Report on Phase 1: January 1971 to April 1972)

NTIS–PB 214575 ($4.85).

1.140 VERA INSTITUTE OF JUSTICE
NEW YORK, N.Y.

Grant 92-36-72-12
Funded to May 31, 1974

Herbert Sturz

Supported Employment Projects in the Public Sector

This project is determining the feasibility of, and potential for, public service supported work programs for individuals with addiction, alcoholic, and offender backgrounds who are unable to remain successfully employed, and is assessing the effectiveness of such programs, the problems encountered in their operation, and their impact upon this special group.

The grantee, with financial assistance from the City of New York, conducts three public service employment projects employing ex-offenders and ex-addicts. Two of these projects–building/monument restoration and cleaning, and newspaper recycling–employ individuals under the Emergency Employment Act. The third, sidewalk repair and paving, hires employees through the city's capital budget. The three projects provide group work situations, onsite counselors, specialized employee training, motivation, and orientation, and other supportive services to the participants.

1.141 STATE OF VERMONT DEPARTMENT OF EMPLOYMENT SECURITY
MONTPELIER, VT.

Contract 82-48-70-30
Funded to August 31, 1973

Special Work Projects for the Unemployed and Upgrading for the Working Poor

This project is exploring the feasibility and effectiveness of temporary subsidized job opportunities for welfare recipients and other members of low-income families as a means of helping them to permanent unsubsidized employment. It is also exploring the feasibility and effectiveness of upgrading training for the working poor. The project will develop guidelines for more effective implementation and rapid expansion of such manpower development programs.

The contractor has established special work project slots with public and nonprofit private employers and upgrading training opportunities with private employers. Enrollees for the project were recruited from WIN and other applicants at the five district employment service offices in Vermont. Supportive services (such as child day care, health aid, rehabilitation assistance, and social services) were provided by Vermont's Human Resources Agency and the State Office of Economic Opportunity.

Preliminary findings show fairly high post-subsidy placement rates, with very little subsequent attrition: 45 percent of those whose participation in the project (including some who left before completing the full schedule of activities) has been terminated and 75 percent of those completing the schedule. More than 70 percent of the completers placed in unsubsidized jobs were employed in those same jobs 180 days later, and another 10 percent were working at other jobs.

Another finding, from a subcontracted study now being completed by Booz Allen Public Administrative Services, Inc., indicates that the participants' experience in the project had only a marginal impact on their work attitudes and motivation. In general, the more successful participants were those who came to the project with better attitudes and motivation, fewer barriers to employment, and more favorable work/welfare histories.

Additional research, analysis, and documentation of the project's experience is being carried out by project staff and by subcontractors. Of approximately 20 monographs being prepared are: Development of a System for Management of Public Service Employment Contracts; Financial Disincentives for Clients to Enter Public Service Employment; Potential Role of Labor Unions in Upgrading the Working Poor; Methods of Reaching the Working Poor for Upgrading Services in Rural Areas; Evaluation of Methods of Developing Public Service Employment Slots; Considerations in Selecting Public Service Employers for Placement of "Special Work" Trainees; Employability Barriers of the Welfare/Manpower Client Group and the Absorptive Capacity of the Public and Private Sectors; and The Uses of Paraprofessionals in the Delivery of Manpower and Social Services Through Public Service Employment. One completed monograph is listed below.

A study of the overall impact and effectiveness of the project is being conducted under a separate grant (see 1.137).

*Vermont Upgrading Research Project: Vermont Economic and Social Characteristics and Their Implications for Upgrading the Working Poor, by E. F. Shelley and Company, Inc.

NTIS.

1.142 UNIVERSITY OF WISCONSIN MADISON, WIS.

Grant 51-55-73-04
Funded to May 20, 1974

Dr. John H. Bishop, Institute for Research on Poverty

The Potential of Wage Subsidies

This study will examine the effects of wage subsidies as an alternative form of supplementing the incomes of AFDC (Aid to Families with Dependent Children) recipients. It will: (1) Provide a model of low-wage labor markets and an evaluation of the wage rates and employment effects of wage subsidy policies; (2) estimate the impact of wage subsidies on the income distribution and employment experience of low-wage workers; and (3) determine the extent to which low-wage workers will be substituted for capital or higher-skilled workers because of wage subsidies.

A model of the low-wage labor market already developed at the Institute for Research on Poverty will be refined and extended for simulating the effects of alternative wage subsidy plans on the economic variables relevant to manpower programs and policies. Census Bureau tabulations will be the main data source.

COMPLETED PROJECTS

1.143 NATIONAL CIVIL SERVICE LEAGUE SUBCONTRACT TO CENTER FOR GOVERNMENTAL STUDIES

● WASHINGTON, D.C.

Grant 92-11-72-13

Jean V. Couturier

Transition Methods in the Public Employment Program

This project studied efforts by local jurisdictions to move employees from subsidized jobs in the Public Employment Program (PEP) to regular employment in public or private jobs, as required by the Emergency Employment Act (EEA). Developmental assistance was provided to 12 to 18 jurisdictions operating PEP programs as they undertook their transition activities. In these and other jurisdictions, the practices and problems encountered were analyzed to develop guidelines for accomplishing effective transitions in varying circumstances under both EEA and other legislation providing for public employment, particularly welfare reform measures which were then pending.

1.144 LEAGUE OF CITIES–CONFERENCE OF MAYORS, INC.

● WASHINGTON, D.C.

Contract 82-11-71-22

Michael A. DiNunzio

The Aerospace Employment Project: Finding New Careers in Local Government for Unemployed Engineers and Scientists

This study, jointly sponsored by the Department of Labor and the Department of Housing and Urban Development in June 1971, was a pilot project to find whether a substantial demand for unemployed aerospace engineers and scientists existed, or could be readily generated, in State and local government managerial and technical fields. Four hundred unemployed professionals were specially selected from 10 areas of the country with the highest incidence of unemployed engineers and scientists. East coast participants attended a month's orientation at the Massachusetts Institute of Technology, those from the Western States attended a similar orientation at the University of California at Berkeley.

Eight months later, 50 percent of the participants had been placed in State or local government jobs, half of which were subsidized by Public Employment Program funds, 28 percent had found jobs in private industry, and the rest were still unemployed. These results suggest there was no great readiness by State or local governments to hire unemployed aerospace engineers for middle-level positions.

The final report is an overview of project findings, with particular emphasis on an analysis of placement results, the orientation course, the delivery network, and relocation, salary, and other factors affecting placement.

Separate reports by the two universities analyze participant characteristics, placement results, factors affecting career transfer, and post-placement adjustment and performance.

*1. NTIS–PB 213670 ($6.75).

*2. Project Adapt–Francis Ventre, Project Director, Massachusetts Institute of Technology

*3. Adapting Professional Manpower from Aerospace to Urban Government–William L. C. Wheaton, University of California, Berkeley

NTIS–PB 221622 ($13.50).

1.145 NEW YORK CITY FIRE DEPARTMENT
• NEW YORK, N.Y.

Contract 82-36-72-01

Lawrence C. Jones, III

Evaluation and Implementation of the New York Fire Department Examination Training Project for Culturally Disadvantaged Residents of the City of New York

This study sought to determine which elements contribute to higher civil service test scores among culturally disadvantaged persons who have received special preparation before taking the tests.

The effectiveness of the preparation for the examination could not be evaluated because the project failed to provide adequate tutoring conditions and because data for a valid control group could not be obtained. Among the seven demographic or attitude dimensions examined, only the amount of formal education was clearly related to scores on the examination.

The report is also a case study of the difficulties of doing evaluative research in an urban-political environment.

*New York City Fire Department Tutorial Project: Report of the Research Unit by Carolyn Atkinson Thornell and Sarajane Heidt, Columbia University

NTIS–PB 221956 ($5.45).

1.146 TEMPLE UNIVERSITY
• PHILADELPHIA, PA.

Grant 92-42-72-17

Dr. J. Joseph Loewenberg, Richard D. Leone, Karen S. Koziara, and Edward C. Koziara, Department of Management, School of Business Administration

The Impact of Employee Unions on the Public Employment Program (PEP)

This study examined eight PEP projects to determine the nature and extent of union involvement and the effects of such involvement on the implementation of the Public Employment Program.

It was discovered that unions were involved in the program from the outset. Although their involvement became more active in the implementation of individual PEP projects, no standard pattern of union concern and action emerged. Most often unions were concerned about possible preferential treatment of PEP participants at the expense of regular employees. Such concern arose if the unions felt that: (1) PEP hirees were substituting for regular workers; (2) PEP jobs at above-entry levels deprived regular workers of promotion opportunities; (3) normal hiring standards were waived for PEP participants; or (4) PEP workers were retained while regular employees were laid off for lack of work.

In most of the cases studied the unions did not have a significant effect in the first year of the project, nor did the introduction of PEP appear to alter the power bases in labor-management relations.

*NTIS–PB 220855.

REPORTS

1.147
National Civil Service League–No. 82-09-69-31.

Public Employment and the Disadvantaged

NTIS–PB 203450.

1.148
National Civil Service League–No. 82-09-70-24.

1. Emergency Action Plan for Public Service Employment

NTIS–PB 202818.

2. Manpower Planning Strategies for Emergency Public Employment, by Jacob J. Rutstein and Richard Schick

NTIS–PB 213686 ($6).

UPGRADING AND JOB RESTRUCTURING

ONGOING PROJECTS

1.149 COUNCIL ON HOTEL, RESTAURANT, AND INSTITUTIONAL EDUCATION WASHINGTON, D.C.

Grant 92-11-72-25
Funded to November 30, 1973

Richard M. Landmark

Research Demonstration Program for Training and Career Ladder Development for Housekeepers in the Lodging and Public Health Industries

This study will: (1) Test whether an industry association, by bringing together government, management, labor, and educational institutions, can stimulate adoption of a model training and career ladder system for promoting workers to professional positions as housekeepers in the lodging and public health industries; and (2) determine the extent to which the model system enables workers to progress from entry-level jobs to the top position of executive housekeeper.

Hospitals and hotels in the Denver area will cooperate in establishing the training and education components of the model system. The impact of the model will be tested by comparing an experimental group of 40 trainees, selected mainly from minority and older workers with interest and potential, and including at least 10 domestic workers, with a control group.

1.150 HUMANIC DESIGNS CORPORATION MANHASSET, N.Y.

Contract 82-34-70-04
Funded to August 31, 1973

Career Progression Systems in the Internal Labor Market

This project is testing the design and implementation of internal career progression systems. To date, it has focused on enhancing intrafirm progression opportunities for hourly workers from entry-level to skilled trade and management jobs.

The project objectives are: (1) The development of model progression systems which can be used in a variety of settings; (2) the development of techniques for the design of such systems; (3) the testing of vehicles for disseminating and implementing model designs throughout specific industries; and (4) a study of the relationship between equal employment opportunity legislation and the internal labor market.

The progression models so far developed are based on the elimination of deadend jobs and traditional departmental and job-family barriers by showing that many seemingly unrelated jobs are, in fact, similar because of the skills and knowledge utilized. From the employer's viewpoint training costs are minimized, since the skill/knowledge gap between jobs in any progression is designed to be acceptably small. Implemented model designs are to be monitored and evaluated for both employee and employer cost/benefits and cost/effectiveness.

In the current phase of the project, the contractor is working with a multiplant industrial organization [objectives (1) and (2)]; the National Restaurant Association [objectives (2) and (3) (see 1.153)]; and the Equal Employment Opportunity Commission [objective (4)].

Preliminary findings: Since the implementation of the career progression designs has only just commenced in one plant and is about to commence elsewhere, substantive findings are not yet available with respect to cost/benefit or cost/effectiveness. The techniques used to develop the system designs are acceptable to employers and can be taught quite easily even to staffs without manpower expertise. Management and unions appear to be convinced by the logic of the designs.

In both the multiplant industrial corporation and food service, management's willingness to implement the design is based largely on a pressing need to increase productivity and reduce turnover, absenteeism, and tardiness.

The segment of the project carried out with the Equal Employment Opportunity Commission has shown that the career progression of minorities and women in managerial classifications is often restricted by their limited access to jobs designated as necessary for development.

*1. A Handbook for Upgrading Low-Skill Workers

NTIS–PB 199129.
MA–Research and Demonstration Findings No. 13.

*2. Followup Analytic Study of a Three-City Upgrading Program

NTIS–PB 201149.

*3. Upward Mobility for the Underemployed Worker (Issues and Problems Series/Manpower and Mobility)

NTIS–PB 201148.

*4. How to Invest in People, A Handbook on Career Ladders

NTIS and National Restaurant Association.

1.151 INSTITUTE OF PUBLIC ADMINISTRATION
NEW YORK, N.Y.

Contract 82-34-69-44
Funded to October 31, 1974

Dr. Sumner M. Rosen

Training Incentive Payments Program (TIPP)

This project is exploring the feasibility of incentive payments, internal rewards, and other effective systems for private employers to increase the internal upward mobility of their low-income workers.

This study was preceded by a pilot activity to determine employer reaction and necessary administrative practices. As an initial experiment, incentive payments have been given selected employers for upgrading their workers in a largely self-administered program. The presumption is that the company will provide training and supportive services for the employee to move up the income scale, and the incentive payment is made in recognition of the costs in undertaking such training and services. Data are being gathered from participating firms on the extent, nature, and effects of upgrading under the program.

In the most recent phase, the project has been exploring and testing methods of improving the internal labor market's effectiveness in upgrading skills and earnings of low-income workers. It has been developing and testing an instrument which will measure both the investments which employers make in improving the abilities of their low-income workers to move up and the returns on these investments.

*First Year's Operation, June 1971

NTIS–PB 201160.

1.152 NATIONAL COMMITTEE ON EMPLOYMENT OF YOUTH
NEW YORK, N.Y.

Contract 82-34-70-29
Funded to November 30, 1973

Demonstration to Develop Alternative Qualifications and Credentials for Upgrading Paraprofessionals

With the assistance of employers, educational institutions, appropriate unions, and professional societies, this project is developing and testing innovative models of upward mobility for paraprofessionals in five human service occupations. Specifically, the project is developing changes in qualifications and accreditation processes alternative to the ones required by most employers. Key features of the models are: (1) Credentials are based on a thorough analysis of job relevant knowledge and skills; (2) the employer fully collaborates with an academic institution to determine training and curriculum content; and (3) academic credit is given for past work experience, on-the-job training, and critical life experience. This is a followup study of findings from a previous project whose report was issued as MDTA Experimental and Demonstration Findings No. 8.

1.153 NATIONAL RESTAURANT ASSOCIATION
CHICAGO, ILL.

Contract 82-17-71-19
Funded to April 15, 1974

Development of Mobility Models and Upgrading Programs for the Food Service Industry

This project builds on a recent research study by the School of Hotel Administration, Cornell University, carried out with the cooperation of the National Restaurant Association. Its objectives are to: (1) Develop, install, and measure the impact of new upward mobility systems for nonmanagement workers (such as kitchen staff, waitresses, and busboys) in four major segments of the food service industry (institutional feeding, hotel food service, commercial restaurants, and airline food service); and (2) determine whether and how a trade association can effectively provide guidance in job structuring and upgrade training to employers in the industry.

The contractor will rely on three universities–Cornell, Denver, and Michigan State–to analyze the techniques used, including an assessment of the strengths and weaknesses of each. The project will also utilize technical assistance from the Humanic Designs Corporation, provided under a separate contract (see 1.150).

1.154 NEW CAREERS SYSTEMS INSTITUTE, INC.
NEW BRUNSWICK, N.J.

Contract 82-34-69-41
Funded to July 31, 1973

Development of Upgrade Models in Private Industry

This project, now in its 5th year, has been developing, implementing, and testing new methods of adapting jobs and job progression systems in industry to facilitate the promotion of employees whose opportunities for upward mobility would otherwise be limited. The new models are also being assessed in terms of their potential to increase employers' effectiveness in managing internal labor market problems.

During the initial phase, an upgrading program was designed and installed in a small company manufacturing plastic print materials. NCSI did a job-task analysis and developed a diagonal/vertical career ladder system tied to on-the-job skills training, off-the-job basic education (including courses for the high school equivalency certificate), and other supportive services.

In subsequent phases, NCSI has been working with four large manufacturing companies which differ from each other and from the phase I company in type of production and organization of work, but have similar work sites characterized by comparatively flat occupational structures.

During phase II, NCSI explored a variety of upgrading issues with each of these companies. It presented individual work plans based on feasibility studies conducted within specified plants or divisions, and, with the company's approval, began development of materials related to employee skills training and supervisory training, job restructuring, and the development of new ladders.

During phase III, NCSI attempted implementation of one or more of the basic upgrade models developed during phase II. It also began an assessment of the impact of these efforts on employee performance, turnover, and other indicators.

Among phase I findings were: (1) A majority of employees preferred additional skills training to additional basic education, even when a combination of the two was offered as an alternative; (2) both employer and employees appeared more receptive to the notion of "upgrading programs" when such programs were designed for and open to all employees (not just newly hired or entry level); and (3) because of costs and lack of skilled training personnel, a small company is unlikely to support a formalized upgrading system.

Among findings of the subsequent phases are: (1) Contrary to popular belief, a considerable range of upgrading models can be developed for flat occupational structures in manufacturing; (2) education beyond basic literacy plays an infrequent role in preparing blue-collar workers for either employment or upgrading, and there is insufficient evidence that Federal support in broad educational activities would materially enhance blue-collar mobility; and (3) there is no evidence that "local" success at a plant site is transmitted up the command chain to the corporate level, or that the corporate level sends down encouragement or mandates to continue with upgrading efforts, unless there are equal employment pressures.

*ALPHA: A Case Study in Upgrading, by Leonard P. R. Granick, Lee E. Jacobson, and Robert B. Greaux

NTIS–PB 220624.

1.155 THE CITY UNIVERSITY OF NEW YORK RESEARCH FOUNDATION
NEW YORK, N.Y.

Contract 82-34-69-34
Funded to January 31, 1974

Dr. Eleanor G. Gilpatrick

Health Services Mobility Study

This project, funded jointly by the Department of Health, Education and Welfare and the Department of Labor, is attempting to determine methods of facilitating both the horizontal and vertical job mobility of health service workers. The project involves: (1) Perfecting a methodology of job analysis that will lend itself to job design, curriculum design, performance appraisal, and selection of career pathways; and (2) assisting in the application of the techniques perfected in a health service center. The contractor has designed and is testing a method to measure the dimensions of skills and knowledge required on various health service jobs and is implementing the method of job analysis developed in one health service setting.

Preliminary findings: Changes in New York's municipal hospitals to permit more efficient use of health manpower were proposed by Eleanor G. Gilpatrick and Paul K. Corliss in the *Occupational Structure of New York City Municipal Hospitals*. Another report recapitulates the work done on this project through March 1972. It tells the background of the project, details the research progress, explains the task-analysis method, and describes the numerous reports produced by the project. It also outlines the work planned.

*1. The Occupational Structure of New York City Municipal Hospitals (Research Report No. 2), by Eleanor G. Gilpatrick and Paul K. Corliss (Praeger Publishers, 1970).

*2. Health Services Mobility Study: Technical Report No. 11 (Progress Report, October 1967 to March 1972).

NTIS–PB 210912.

*3. Technical Report No. 12 (First Progress Report for Phase Four, April 1972-March 1973)

NTIS–PB 222321 ($3.75; mf $1.45).

1.156 NORTHEASTERN UNIVERSITY BOSTON, MASS.

Grant 42-25-72-10
Funded to June 30, 1975

Dr. Morris A. Horowitz and Dr. Harold M. Goldstein, Department of Economics

Improving the Utilization of Health Manpower by Participant Observation

The principal objectives of this project are: (1) To determine whether and how recommendations made in a study of the Cambridge Hospital (see 1.168) have been carried out; (2) to analyze why certain changes were or were not made; (3) to analyze the long-run and cumulative effects of such changes; (4) to disseminate findings from this and other studies among other hospitals in the area; (5) to explore the development of research techniques for measuring how much change has taken place through improvement in quality of medical services; and (6) to compile a list of "marginal medical functions" which could be performed as well or better by paramedical personnel.

The researchers will attempt to act as change agents, using "participant observation" research techniques, in working with the hospitals to collect data on hiring, terminations, wage rates, job descriptions, job functions, and manpower utilization. They will also attempt to utilize in these hospitals the findings from other research and development efforts in the health manpower area.

In addition, the researchers are analyzing more than 1,700 requests for copies of their earlier report in an attempt to build a using public for their own findings and those of other researchers in the allied health manpower area.

1.157 UNIVERSITY OF PENNSYLVANIA PHILADELPHIA, PA.

Grant 92-42-72-26
Funded to December 31, 1974

Dr. Herbert R. Northrup, The Wharton School of Finance and Commerce

In-Plant Upgrading and Mobility Patterns

This project will: (1) Conduct case studies of in-plant upgrading and mobility patterns in different industries; (2) describe mobility paths of foremen and supervisors; (3) determine the extent to which promotions are based on objective, quantifiable criteria; and (4) construct a model that explains a typical mobility path. Company personnel policy statements will be examined to determine whether upgrading policy is clearly articulated and what impact it has on the promotion process. The grantee will also assess information from personnel records to discern whether characteristics of upgraded workers change over time. Multiple regression and other basic statistical applications will be used to develop a mobility model. Several plants in different industries will be selected to reflect various types of seniority structures. Interviews will be conducted with plant managers, foremen, employees, and others with knowledge of upgrading and promotion decisions.

1.158 SOCIAL DEVELOPMENT CORPORATION
WASHINGTON, D.C.

Contract 82-11-71-25
Funded to March 15, 1974

Farm Job Ladder Project

This project is exploring: (1) The potential for developing alternative model systems for job structuring and related training and upgrading on large farms undergoing change in mechanization levels; and (2) the feasibility of involving farm operators in the testing and development of new methods for improving farm manpower management. With the cooperation of an advisory committee of agricultural economists, agricultural engineers, practicing farmers, and farm organization leaders, the contractor has been analyzing the manpower management systems of a variety of large California farms and designing practical job progression models which indicate related training and upgrading sequences.

During the initial stages, the project secured the participation of four farms selected to represent: (1) Several different major table crop areas; and (2) employment periods ranging from seasonal to year-round. It then carried out detailed task analyses of nearly all farm activities and incorporated the data into a design of alternative job ladders. Additional technical advice was provided by the Los Angeles Occupational Analysis Field Center, which endorsed the project's job task analysis methodology.

In a second phase, the new job ladder models are being field tested on a larger and more representative sample of California farms. Refinements and variations of the model are expected. If the project can demonstrate the practicality of clarifying job tasks, of rationally clustering functional activities, and of structuring jobs in a skill sequence for which suitable training can be made available, it will provide a new tool which can result in more stable farm employment and more efficient farm manpower management.

1.159 UNITED STATES RESEARCH AND DEVELOPMENT CORPORATION
NEW YORK, N.Y.

Contract 82-34-70-31
Funded to August 31, 1973

Job Advancement Training Program: Training the Worker During Periods of Layoff

This project, through its first two phases, sought to determine whether and how constructive use could be made of cyclical and/or seasonal layoff time through training which leads to increased performance and employability of workers and the general improvement of work force capability. In its third phase the project is focusing on a highly seasonal industry, canning, to determine the utility of training during layoff for seniority-eligible workers employed under a collective bargaining agreement who have been passed over for better jobs or for longer periods of employment because they are found unqualified.

Phases I and II explored the feasibility of building a community-wide system for developing general employer and community acceptance of using layoff time for indirectly related job improvement. Phase III seeks similar information on an industry-occupation basis, with a closer relationship between training and job gain.

Phases I and II offered a community training center providing other-than-skills training, support services and placement assistance (where appropriate) to recently laidoff unskilled and semiskilled workers. Phase III, through a network of classes in local labor union halls, offers adult basic education, instruction in English as a second language and counseling on job behavior and on worker rights under the labor-management contract.

Phases I and II established that the primary target group, those with considerable labor force attachment, did not perceive the program as offering sufficient benefits to justify enrolling, nor did employers of such workers generally encourage participation. The program attracted instead workers of slight labor force attachment who were in fact not laid off but unemployed. In essence phases I and II demonstrated that, insofar as the test site was typical, generalized training during layoff without a direct job payoff has little or no appeal for primary labor force members who perceive other factors, perhaps including seniority, as determining their working futures. Further, employers see the encouragement of layoff time training as a kind of implied commitment of economic reward which they are not now willing to make. They also distinguish workers in whom they see an economic stake from those whose transiency is of little concern to them.

*The First Year: Training the Laidoff Worker

NTIS–PB 210789.

*An Experiment in Using Layoff Time for Improving Workers' Advancement Potential: Report on Two Years of the Job Advancement Training Program

NTIS–PB 217105.

COMPLETED PROJECTS

1.160 NORTHWESTERN UNIVERSITY
● EVANSTON, ILL.

Grant 92-17-71-02

Frank H. Cassell and Samuel I. Doctors, Graduate School of Management

Enhancement of Worker Mobility and Job Opportunity

This was a preliminary study of intrafirm mobility patterns among the blue-collar and nonmanagerial white-collar employees of three manufacturing firms. It examined the working of the mobility systems, the reasons underlying their design and limitations on their operations, and other factors relevant to understanding the barriers to broad internal mobility programs.

Information of three varieties was analyzed: (1) Case studies of each company; (2) interviews with a sample of managerial and nonmanagerial employees at each company; and (3) 2,300 detailed job histories extracted from the personnel records of the participating firms. Because of the small number of companies and resource limitations, primary emphasis was placed on the 2,300 job histories, which were used to investigate the relationship between an employee's personal and demographic characteristics and such intrafirm mobility indexes as current wage, rate of wage progress, initial and current labor grade, and propensity to quit.

The data appeared to indicate different mobility paths for men and women and discrimination against women in terms of both wage and labor grade in all three companies.

An important finding was that companies producing the greatest internal mobility opportunities may also have the least structured internal labor market because of rapid growth and change in the company's product markets. Thus mobility may be most difficult to measure in those organizations where it is most prevalent.

Another finding was that management conceded that present organizational structures were not designed to yield optimal mobility opportunities but rather to simplify the production process without regard to manpower costs.

*A Three-Company Study of the Intrafirm Mobility of Blue-Collar and Lower Level White-Collar Workers

NTIS.

1.161 E. F. SHELLEY AND COMPANY, INC.
● NEW YORK, N.Y.

Contract 82-36-71-49

Arthur W. Kirsch

Utilization Project to Assist the Ohio Bureau of Employment Services (OBES) in an Upgrading Program

This project explored and demonstrated the usefulness of providing assistance to the OBES in the development of its proposed upgrading program. It produced reports, manuals, guidelines, and other materials which could be used in developing other employment service programs.

To aid the OBES in its upgrading project, the contractor prepared a brochure, *Upgrading Your Workforce: A Key to Productivity*, which summarizes the findings of an earlier study (see 1.170). The brochure was field tested in Ohio and other selected ES offices.

The final report: (1) Outlines a program by which a State employment service can use existing resources to provide employers and their workers with a broad range of technical services to improve productivity and worker satisfaction; and (2) describes the growth of the Skill Improvement Systems (SIS) project of OBES from a limited one-step upgrading approach to a broad employer technical services program.

*Manpower Services in the Workplace: An Employer Technical Services Program for a State Employment Service, by Arthur W. Kirsch and Ann L. McLeod

NTIS–PB 220136.

REPORTS

1.162
U.S. Civil Service Commission–No. 82-09-70-34.

Upward Mobility Through Job Restructuring

Vol. 1. Building Career Programs in the Federal Service with Materials Developed by the Application of Job Restructuring, by David Futransky et al.

NTIS–PB 211711.

Vol. 2. Instructor's Guide for Task Analysis and Job Restructuring, by David Futransky et al.

NTIS–PB 211712.

1.163
Cleveland–Office of the Mayor–No. 82-37-70-32.

Advanced High Intensity Training: A Program of In-Plant Training and Advanced Upgrading

NTIS.

1.164
Johns Hopkins University School of Medicine, The–Rodney Reilly, No. 92-22-69-24.

Development of Guides for a New Model Careers Program

MA/ORD (Forthcoming).

1.165
Medical and Health Research Association of New York City, Inc.–No. 82-34-67-48.

Toward a Career Ladder in Nursing: Upgrading Nurse's Aides to Licensed Practical Nurses Through a Work-Study Program

NTIS–PB 199441.

1.166
Metropolitan Cleveland Jobs Council–No. 82-39-72-10.

Upgrading: Three Years' Experience in Cleveland

NTIS–PB 208174.

1.167
Mobilization for Youth, Inc.–Nos. 82-34-66-25 and 82-34-69-18.

1. Establishing a New Career: The Social Health Technician

NTIS–PB 199118; MA/ORD–R&D Findings No. 11.

2. New Health Occupations Program: Selection Procedure and Screening Instruments

NTIS–PB 201174.

3. The Gateway Project: An MFY Occupational Advance Program in High-Skills Shortage In-

dustries (2 vols.: Final Report and Vocational Training Manual)

1.168
Northeastern University–No. 41-9-004-23.

Restructuring Paramedical Occupations: A Case Study

Vol. 1, by Harold M. Goldstein and Morris A. Horowitz

NTIS–PB 211113.

Vol. 2, by Harold M. Goldstein

NTIS–PB 211114 ($6).

1.169
Pennsylvania, University of–Richard L. Rowan and Herbert R. Northrup, No. 81-42-71-02.

Educating the Employed Disadvantaged for Upgrading: A Report on Remedial Education Programs in the Paper Industry

NTIS–PB 210824.

1.170
Shelley and Company, Inc., E.F.–No. 82-34-70-26.

Upgrading the Workforce: Problems and Possibilities

NTIS–PB 199153.

1.171
Skill Upgrading in Cleveland–No. 82-37-69-04.

SUIC: Improving Opportunities Through In-Plant Training

NTIS–PB 199515.

1.172
Vanderbilt University–No. 92-45-68-08.

Final Report: Upgrading Hospital Employees Through After-Hours Education

NTIS–PB 199991.

SUPPORTIVE SERVICES FOR WORKERS/TRAINEES

Assessment and Orientation

ONGOING PROJECTS

1.173 COLORADO STATE UNIVERSITY
DENVER, COLO.

Contract 82-08-72-07 (formerly Contracts 82-06-69-11 and 82-06-70-19)
Funded to May 31, 1974

Dr. Eugene R. Oetting, Project Director

An Experimental Manpower Laboratory: Social Systems Intervention

This project is seeking to develop programs to help the disadvantaged enter and stay in the world of work. While the research activities are being carried out in the university, the field work is being done in Denver, a city offering many kinds of employment and having a sizable population of Mexican Americans and Negroes who are disadvantaged.

Phase I of the project was concerned principally with pilot studies of the employer and the disadvantaged, behavior and economic disadvantages, and coaching as a method of support.

During phase II the laboratory conducted studies to determine: (1) The essential components of support so that they can be taught to and used by others; (2) the characteristics of persons most likely to benefit from systems of support; and (3) the aspects of work environment that are most important to job retention. The contractor gave support services to disadvantaged people and collected data on them and on a control group. The report on phase II summarized the findings from the study and included manuals on coaching, supervising coaches, and training for effective behavior in the interview situation.

During phase III the laboratory tested the effectiveness of coach training and interview training and continued several studies begun during the earlier phases.

The coaching effectiveness study found that the value of coaching for obtaining jobs had little carryover for job retention; retention rates were uniformly low in both the experimental and control groups. Retention would have been higher, it is believed, if the coaches had been selected and trained for more effectual contact with their clients' on-the-job supervisors.

The experiment in job interview training supported the use of video-tape feedback; "how-to" materials are being developed for use by manpower agencies.

During phase III, progress in developing methodology and instrumentation for sociocultural classification of the disadvantaged suggests that further research can produce a means of assessing attitudes and perceptions that affect an individual's adjustment to both manpower programs and subsequent employment.

The current work of the laboratory is guided by a seven-member interdisciplinary advisory board. Planned activities include: (1) Sponsoring a series of informational seminars to acquaint staff from local manpower agencies with the laboratory's action-research program and to solicit their cooperation as host agencies; (2) developing and testing a set of self-report questionnaires to measure vocationally related personal/social/environmental/variables, in an effort to classify manpower clients into groups with similar vocational needs and manpower service requirements; and (3) developing and testing the impact of experimental intervention systems leading to improved work adjustment for groups experiencing high failure rates in conventional programs.

*The Manpower Laboratory: Applied Problems in Manpower Development

NTIS–PB 199512.

*A Manpower Laboratory: Planning for Change Through Programs in Manpower Development (A Compendium of Nine Reports):

1. Job Coaching: The Effect on Work Adjustment of the Disadvantaged, by E. R. Oetting, and Dean Miller

NTIS–PB 221440.

2. Systematic Classification of Vocational Disadvantage, by K. L. Berry and G. N. Braucht

NTIS–PB 221460.

3. Self-Concept and the Disadvantaged, by R. W. Miskimins and B. R. Baker

NTIS–PB 221441.

4. Work Environment and Disadvantagement, by D. Searle and R. W. Miskimins

NTIS–PB 221472.

5. An Analysis of Coach-Client Interaction and Behavior Modification in the Interview, by E. C. Keil

NTIS–PB 221473.

6. A Job Interview Training Program (A Trainer's Manual), by E. C. Keil and J. R. Barbee

NTIS–PB 221442.

7. Serving the Disadvantaged: A Manual for Job Coaches, by R. W. Miskimins, W. E. Webb and E. R. Oetting

NTIS–PB 221471.

8. Supervising Coaches in Manpower Programs: A Manual for Supervisors, by C. D. Miller, W. E. Webb and E. C. Keil

NTIS–PB 221468.

9. Research Manual of the Manpower Laboratory

NTIS–PB 221522.

1.174 EDUCATIONAL TESTING SERVICE
PRINCETON, N.J.

Contract 41-9-005-32
Funded to September 30, 1973

Dr. Norman E. Freeberg and Dr. Richard R. Reilly, Developmental Research Division, and Samuel B. Barnett, Program Direction Division

Development of Assessment Measures for Counseling Youth Work-Training Enrollees

This three-phase project is developing an assessment instrument for use in youth work-training programs.

Phase I of the study defined and measured a set of program outcomes which are either explicit or implied in the objectives of the Neighborhood Youth Corps. The measures encompass both immediate and longer-range goals: training program adjustment, job aspirations, personal image, job stability, and community-family adjustment, for example. Data for these measures were obtained from questionnaires administered to former enrollees in NYC out-of-school projects and from ratings of the enrollees by their counselors and work supervisors.

In phase II the researcher is validating the measures with a followup sample using criteria from phase I; exploring the influence of examiner effects and techniques of test administration on enrollee test scores; and determining the degree of equivalence of criteria longitudinally from program completion to 1 year after completion.

Phase III is designed to expand the scope of the study to include a demonstration of the use of the instrument for employability planning in an experimental setting and a test of the application of the instrument as a measure of program impact upon enrollees. Accordingly, an added research objective is the development of a rational system for program evaluation.

Preliminary findings: The report on phase I indicates that the dominant criterion for end-of-training objectives was "training program adjustment," defined by amount of trouble with police, work supervisor ratings, and the number of worksite absences. Other important criteria were "job aspirations" and "social adjustment."

Measures of postprogram performance–for enrollees who had held full-time employment–produced relatively clear patterns of job-oriented capabilities. The predominant one was "general job success and adjustment," including such things as family feelings about enrollee, employer rating, length of stay on job, number of visits to employment office, and job satisfaction.

*Development of Guidance Measures for Youth-Work Training Program Enrollees, Phase I: Measurement of Program Objectives and the Development of Criteria, by Norman E. Freeberg and Richard R. Reilly

NTIS–PB 202807.

1.175 HOWARD UNIVERSITY
WASHINGTON, D.C.

Grant 91-11-71-40
Scheduled for completion in FY 1974

Dr. David J. Fitch, School of Public and Business Administration

Comparative Success on Performance and Written Tests of Advantaged and Disadvantaged Trades Applicants

This project tests the hypothesis that disadvantaged workers score higher on work sample tests than they do on written tests. Written tests and background questionnaires are being administered to 600 men who: (1) Filed applications with the New Jersey Department of Civil

Service for jobs for which performance tests are now used (carpenter, electrician, mason and plasterer, motor vehicle mechanic, painter, plumber, steam fitter, repairman, truck driver, and heavy equipment operator); (2) met the minimum requirements for these positions and were scheduled for testing; and (3) participated between April and September 1971 in the New Jersey job performance tests, consisting of 5 to 10 items asking the examinee to make, repair, modify, assemble, or adjust something. Performance test scores are being compared with scores on written tests for the same jobs and the differences correlated with an index of disadvantage.

1.176 JEWISH EMPLOYMENT AND VOCATIONAL SERVICE, INC. PHILADELPHIA, PA.

Contract 82-42-72-08
Funded to April 15, 1974

Millard H. Schelinger

"Job Trials" Experimental and Demonstration Project

This project is exploring the feasibility of having employers, labor unions, educational institutions, and other agencies use "job trials" as a new tool in the process of personnel selection and upgrading. The contractor will develop technical knowledge, guidelines, and models for use of "job trials" as aids to employers and other organizations. This project is an outgrowth of other research and development work done using a work sample technique in manpower programs and State agencies as a counseling and evaluation tool for program participants. (see 1.185)

1.177 NATIONAL COMMITTEE FOR CAREERS IN THE MEDICAL LABORATORY BETHESDA, MD.

Contract 82-22-70-35
Funded to September 30, 1973

Dallas Johnson

Proficiency Examinations Project

The contractor is seeking to develop proficiency examinations as a means of fostering placement and promotion of competent medical laboratory workers who lack formal credentials.

The contractor has set up an advisory committee to guide development of the proficiency tests, which have been constructed through subcontract with the Educational Testing Service of Princeton, N.J. The tests have been given in two pilot administrations to over 3,500 persons in over 100 test centers and are being validated on technicians currently working in clinical laboratories. In addition, the contractor, under the auspices of its national office and through its 'network of chapter members, is promoting and publicizing the usefulness of these examinations (along with equivalency examinations concurrently being developed by the National Institutes of Health) among employers in the medical laboratory field and other allied health areas. The contractor is also attempting to determine the effectiveness of these examinations through followup of candidates and their employers.

The advisory committee is made up of pathologists, medical technologists, military laboratory educators and directors, and Department of Labor specialists. Cooperating agencies and programs for implementation include: Project Transition, Operation MEDIHC, Project REMED, State and local government services and public health departments, and chapters of the American Society of Clinical Pathologists.

1.178 RICHARDSON, BELLOWS, HENRY AND COMPANY, INC.
WASHINGTON, D.C.

Contract 82-11-72-15
Funded to March 22, 1974

Frank Erwin

Predicting Job Tenure Among ES Applicants and Program Tenure Among WIN Clients Through the Use of Biographical Information

This research is undertaken to validate a Biographical Information Blank (BIB) used with disadvantaged employment service applicants. The BIB, developed and tested by the contractor in a previous project (see 1.187), is designed to predict job tenure (for job-ready applicants) or training tenure (for WIN training referrals). The BIB uses interview-type personal history and other information on disadvantaged populations.

The BIB will be administered by research project staff to approximately 2,000 employment service applicants and 2,000 WIN referrals in 8 cities as part of their regular interview process. Data on the applicants' employment performance or training progress will be collected and analyzed to determine the relationship of BIB scores to performance or progress outcomes. A final report will provide a detailed discussion of the quality of the BIB to predict tenure, a copy of the BIB form and scoring keys, and an administrative manual.

COMPLETED PROJECTS

1.179 HUMAN INTERACTION RESEARCH INSTITUTE
● LOS ANGELES, CALIF.

Grant 92-06-72-07

Thomas E. Backer

Methods of Assessing the Disadvantaged in Manpower Programs: A Review and Analysis

This project surveyed assessment techniques for use with disadvantaged persons in manpower programs. The report describes the work of several completed and ongoing projects concerned with specially designed assessment tools for guiding the disadvantaged into training or employment. In addition, it examines such tests as the General Aptitude Test Battery (GATB) and others commercially available and used in manpower programs, vocational rehabilitation, and academic and vocational education.

The study uncovered more than 40 assessment devices coming out of or still in the research and development pipeline. The researcher suggests that these are potentially more appropriate for use with the disadvantaged, and when properly validated, should alleviate the shortcomings of most traditional paper-and-pencil tests. For quick reference, summary charts list key information on the assessment instruments reviewed by the study.

*NTIS–PB 213167.
MA–R&D Findings No. 14.

1.180 MANPOWER SCIENCE SERVICES, INC.
● ANN ARBOR, MICH.

Contract 51-24-70-01

Dr. Percy Bates, Dr. Don K. Harrison, and Dr. Jesse E. Gordon

A Systems Approach to a Taxonomy of Disadvantagement

This project attempted to develop a classification system which manpower programs could use to increase their efficiency by providing only those services which a disadvantaged client can use and by making successful placements of more clients. The researchers examined three approaches to the classification of disadvantagement, based on: (1) Measurements of a client's traits; (2) historical/genetic analysis of the psychological consequences of the client's early deprivation; and (3) analysis of the client's "behavior in situations" to identify ineffective interactions between the client and the situations he or she encounters in the program. The last was considered the most promising.

Combining this behavior-in-situations taxonomy with a systems approach, the researchers outlined how the staff of a manpower agency could use analyses of the objectives and elements of each agency process (intake, training, counseling, and job placement, for example) and their relationship to client characteristics as a basis for pinpointing problems which interfere with the timely achievement of the different objectives. Since the objectives can also serve as criteria for monitoring client progress and evaluating staff, they can be used as tools for devising strategies for altering either the process or those client characteristics (interest, capability, and/or expectancy) which interact negatively with the process. Illustrative applications of the method were provided.

The report discussed the organizational characteristics which manpower agencies need to implement the recommended scheme and the research questions which must be answered before the system can be put into operation.

*NTIS–PB 221697 ($7.75).

1.181 OIC–CHARLOTTE BUREAU TRAINING PROGRAMS, INC.
• CHARLOTTE, N.C.

Contract 42-8-004-35

Frederick D. Ford

Improvement of Employer Selection Methods for Job Hire

This project, conducted by the contractor's research and assessment component, was designed to test the feasibility of improving employer selection methods through the use of work-sample techniques. The test focused on accounts clerks and proof machine operators in banks.

Work samples were constructed for the two occupations, and banks were enlisted to use them and a biographical information blank (see 1.178) to select and hire applicants screened out by traditional techniques. Work performance data for this experimental group and for a control group hired through traditional techniques were to be reported by the banks for analysis by the project. As it developed, however, because of a downturn in hiring, wariness on the part of city bank personnel, and delays and communication difficulties, the minimum sample sizes required for any meaningful analysis were not available.

1.182 STOUT STATE UNIVERSITY
• MENOMONIE, WIS.

Grant 92-53-70-12

Dr. Dennis Dunn, Department of Rehabilitation and Manpower Services

New Developments to Enhance Proper Utilization of the Work Sample Program

The final products of this grant were four films and a handbook which were turned over to the United States Employment Service. The materials related to the training of administrators and supervisors in the use of the work sample technique.

REPORTS

1.183
Associates for Research–No. 92-40-70-09.

Exploring Means of Overcoming the Problems of Transition from Training to Work

NTIS–PB 203727.

1.184
Human Resources Research Organization—William C. Osborn and others, No. 51-49-70-06.

1. An Instructional Program for Employability Orientation

NTIS–PB 207395 ($6).

2. Development of a Program of Instruction for WIN Employability Orientation

NTIS–PB 210090.

1.185
Jewish Employment and Vocational Service—No. 82-40-69-36.

Final Report–Work Sample Evaluation Development Project

NTIS–PB 210244.

1.186
New York State Department of Labor, Division of Employment–No. 82-34-69-45.

Project SPRUCE: Final Report on Special Program of Rehabilitation for Unemployment Compensation Exhaustees

MA/ORD (Forthcoming).

1.187
Richardson, Bellows, Henry & Company, Inc.—No. 82-09-69-32.

A Study of the Feasibility of Predicting Job Tenure Among Employment Service Applicants Through the Use of Biographical Information

NTIS–PB 202200.

Job Development and Placement

ONGOING PROJECTS

1.188 HEALTH AND WELFARE PLANNING COUNCIL OF MEMPHIS AND SHELBY COUNTY
MEMPHIS, TENN.

Grant 88-47-72-02
Funded to May 30, 1974

Shirley Lancaster

Women and Girls Employment Enabling Service (WAGEES)

This is a special project, using trained volunteers to aid and supplement existing agency efforts to expand employment opportunities for women.

The grantee will: (1) Interview unemployed and/or underemployed women workers to determine their need for placement and/or supportive services, make referrals to community agencies offering such services, follow through on the referrals, and intercede on their behalf when necessary; (2) work with, seek advice from, and seek to influence employers, unions, trade associations, and other agencies in creating entry into areas of employment traditionally closed to women; and (3) recruit and train women to assist staff in carrying out the work and to involve the local citizenry in an effort to achieve a fuller utilization of women.

1.189 RECRUITMENT AND TRAINING PROGRAM, INC.
NEW YORK, N.Y.

Grant 21-36-73-35
Funded to March 14, 1974

Ernest Green

A Pilot Project to Demonstrate Ways of Overcoming Barriers to Employment of Minority Women in White-Collar Jobs: Houston

This project will test the efficacy of a combined outreach and employer persuasion approach in surmounting obstacles to the employment of minority women in white-collar jobs in Houston.

The project will recruit qualified applicants, train them to take tests, contact employers with job openings, and assist the applicants in completing application procedures. An assessment component will measure the program's effectiveness in recruiting, training, and placement.

1.190 THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

Grant 21-48-73-33 (formerly Contract 82-48-71-38)
Funded to February 1974

Dr. F. Ray Marshall, Department of Economics

A Pilot Project to Overcome Barriers to Employment of Minority Women in White-Collar Jobs

This is a demonstration project in Atlanta to enhance the opportunities for minority women to penetrate white-collar jobs in growth occupations, in which their employment so far has been minimal. The project is designed to test the efficacy of a combined outreach and employer persuasion approach in surmounting employment discrimination toward minority group women.

The project is to select subjects from the local community, prepare them to take tests, and place them in jobs with local industry. An assessment component will design the supportive service package (including tutoring, motivation, and job placement), chronicle the experience of the subjects, and evaluate the success of the demonstration.

COMPLETED PROJECTS

1.191 ROBERT R. NATHAN ASSOCIATES, INC.
• WASHINGTON, D.C.

Contract 82-11-71-42

Edward D. Hollander

Project VEHTS (Versatile Employment of Health-Trained Servicemen) to Assist Civilian Hospitals in Hiring and Retaining Military-Trained Personnel

This project attempted to determine the problems of a large hospital in recruiting, placing, and retaining veterans who have had military medical training and experience, and to devise and test methods to overcome these problems. The project grew out of the research findings of an earlier study: *Transferability of Military-Trained Medical Personnel to the Civilian Sector.*

The contractor was required to: (1) Design a demonstration project for the Cook County, Ill. hospital to hire former servicemen with health training; (2) recruit, test, select, and place veterans in the hospital in subsequent months; (3) develop a system of supportive personnel policies and career mobility; (4) conduct a literature search and prepare an experimental analysis of the data collected; and (5) establish an allied health manpower advisory panel of six nationally renowned experts to review and guide the progress of the project. All these have been completed.

The progress report on phase I outlines the problems in gaining the confidence of the hospital's line and staff personnel.

A final report of the project is being compiled and a Veterans Utilization Manual is being prepared for use by hospital administrators, the Veterans Employment Service, and other groups concerned with the employment of health-trained servicemen.

*Project VEHTS–First Interim Report

NTIS–PB 212626.

1.192 THE NATIONAL URBAN LEAGUE
● WASHINGTON, D.C.

Contract 82-36-71-35

New Techniques in Combating Discrimination in White-Collar Occupations: The Higher Employment Achievement Program of Houston

This project attempted to promote the successful placement of minorities in the Houston area through persuasion and advocacy at corporate executive levels. It was undertaken on the basis of the findings of a study of Negro employment in Houston, part of a larger project which surveyed the Negro employment situation in several southern cities and industries (see 2.3).

In the present project, many firms were found to be reluctant to hire liberal arts graduates, preferring technical specialists for high level white-collar jobs. Since most applicants had liberal arts backgrounds and little professional work experience, placements were few. It was concluded that subtle discrimination by employers continues to be a major barrier to equal employment opportunities for minorities.

*NTIS–PB 220403.

REPORTS

1.193
California, University of, Berkeley–Margaret Thal-Larsen, Gordon Cavana, and John Dana, No. 81-05-68-43.

Placement and Counseling in a Changing Labor Market: Public and Private Employment Agencies and Schools

NTIS–PB 197271.

1.194
San Diego State College–Oscar J. Kaplan, No. 91-05-68-32.

Placement of Unemployed Middle-Aged Workers in San Diego, California

NTIS–PB 196644.

1.195
Santa Clara County Medical Society–No. 92-05-68-10.

Final Report, Military Health Manpower Project

NTIS–PB 200152.

Mobility Assistance

ONGOING PROJECTS

1.196 U.S. EMPLOYMENT SERVICE
U.S. DEPARTMENT OF LABOR
WASHINGTON, D.C.

Contract 82-46-69-22
Funded to February 28, 1974

Texas Migrant Demonstration Project

This project attempted to: (1) Determine the feasibility of an interstate, multi-agency network of manpower and related services in overcoming the problems faced by migrant workers and their families based in south Texas; and (2) develop specific experience within the State Employment Service's Rural Manpower Service as a means of increasing its capability to help solve the employability problems of migrant workers and their families.

The project was operated by ES agencies in Texas and nine northern States, with the guidance of the Rural Manpower Service. During the first 2 years, the project explored new manpower service techniques and suggested ways in which the ES and other government agencies might coordinate their resources and activities to help satisfy the unmet needs of migrant workers and their families.

Recognizing that emphasis would have to be placed on individualized year-round service to migrants, particularly those who cross State lines, the project concentrated its attention on instituting procedures for the development and use of bilingual outreach interviewers; the coordinating of manpower-related supportive services available through other public and private agencies at Federal, State, and local levels; and the use of grants and a revolving loan fund for migrants.

During the project's third year, demonstration funds were used only to support those project activities which, because of statutory or other limitations, a State would otherwise be prohibited from continuing. This transition phase helped participating States to complete their assumption of the planning, financing, and administering of manpower services to migrants.

No additional demonstration funds are being used during the final 2 years. The contract will remain open to permit a fuller trial of the operation of a loan and grant fund for project migrants in the lower Rio Grande Valley. During this final period, the ES will analyze and assess the workings, usefulness, and administrative efficiency of two financial-assist systems: a revolving loan fund and a straight grants system—both intended to assist migrants in the out-settlement process.

A final report covering the first 3 years of project activity is being prepared.

1.197 MISSISSIPPI SYSTEMATIC TRAINING AND REDEVELOPMENT (STAR) PROJECT

JACKSON, MISS.

Contracts 87-26-66-09 and 82-26-70-12
Funded to August 31, 1973

Labor Mobility Project

This project is developing operational guidelines for mobility assistance from its experience in underdeveloped rural areas and rural areas serviced by a Concentrated Employment Program (CEP).

The project is operating in Mississippi, Arkansas, and Tennessee, relocating unemployed and underemployed workers from areas of high unemployment to areas of relatively low unemployment when jobs are available. It integrates its mobility assistance system with the Arkansas rural CEP.

Preliminary findings: An earlier project found that stable relocations could not be achieved without counseling, often with the whole family, and that premove services can increase the "success" rate considerably. The project experimented with three different staffing patterns and found that a flexible staff, able to move from recruitment in the labor-surplus area to counseling and job development in the labor-shortage area, is a most effective allocation of personnel. The project has also learned that family instability is a crucial factor in unsuccessful relocations, and the contractor is developing ways of assessing this quality before long-distance moves are undertaken.

The contractor is conducting followup research on subsequent experience of workers helped to relocate in prior years. This research should yield information which can be used for developing appropriate guidelines for implementing relocation services as a part of comprehensive manpower programs.

1.198 NORTH CAROLINA MANPOWER DEVELOPMENT CORPORATION
CHAPEL HILL, N.C.

Contract 82-37-71-04
Funded to August 31, 1973

Labor Mobility Project

This project conducts mobility assistance in high unemployment rural counties for moves to selected labor-shortage areas in North Carolina, but with more focus on enrollees in specific manpower programs than on general recruitment. The project staff will aid the Manpower Administration in developing a manual to guide the anticipated future mobility assistance services of the Labor Department. The contractor is to provide preparatory training and technical assistance to other organizations which may be given responsibility for providing mobility services. The contractor is conducting followup research on subsequent experience of workers helped to relocate in prior years.

A report "Approaches to Relocation, North Carolina Mobility Project, 1970-71" summarizes what has been learned about such matters as attempted linkage with training programs, recruitment techniques, job development and placement, and supportive services.

North Carolina Manpower Development Corporation–No. 87-35-68-06.

*1. North Carolina Manpower Development Corporation Mobility Project

NTIS–PB 208509.

*2. North Carolina Mobility Project–Supplementary Report

NTIS–PB 199522.

No. 82-37-71-04

*3. Approaches to Relocation: North Carolina Mobility Project 1970-71

NTIS–PB 211218.

1.199 NORTHERN MICHIGAN UNIVERSITY
MARQUETTE, MICH.

Contract 82-24-70-13
Funded to August 31, 1973

Northern Michigan University's Labor Mobility Project

The project is developing and providing relocation assistance in Michigan and Wisconsin for unemployed and underemployed workers, including trainees from CEP, WIN, and MDTA programs, in cooperation with the Wisconsin and the Michigan employment service systems. The contractor is also conducting followup research on subsequent experience of workers helped to relocate in prior years and developing appropriate guidelines for implementing relocation services as a part of comprehensive manpower programs.

1.200 UNIVERSITY OF UTAH
SALT LAKE CITY, UTAH

Grant 92-49-72-16
Funded to September 14, 1973

Dr. Garth L. Mangum, Human Resources Institute

Relocation Assistance as a Component of a Comprehensive State and Local Manpower Program: Examination of Experience and Development of Planning Guides

This project is analyzing the experience of projects providing relocation assistance to workers, to develop guidelines for using relocation assistance as part of decentralized, decategorized manpower programing. It will prepare an advance conceptual and planning paper which, after review by the Office of Research and Development and others experienced in worker relocation and comprehensive manpower programs, will be the basis of a policy paper for use by State and local manpower planners and administrators.

The project will also study characteristics of effective and ineffective manpower planning and administration mechanisms at State and local levels. It will review the Utah Manpower Planning Council's development and operation to identify major determinants of its effectiveness, compare these with planning and administration mechanisms in selected States and cities, and prepare a report to guide States and cities on decentralization and revenue sharing.

REPORTS

1.201
Abt Associates, Inc.–No. 82-23-70-16.

1. An Assessment of the Experimental and Demonstration Interstate Program of South Texas Migrants

NTIS–PB 199487.

2. Vol. 1: Final Report

NTIS–PB 204550.

3. Vol. 2: Summary

NTIS–PB 204551.

4. Vol. 3: Appendixes

NTIS–PB 204552.

5. The Texas Assessment

NTIS–PB 211190.

1.202
Wisconsin, The University of–Gerald G. Somers, No. 87-53-66-12.

Labor Mobility: An Evaluation of Pilot Projects in Michigan and Wisconsin

NTIS–PB 212087.

Other

ONGOING PROJECTS

1.203 METROPOLITAN APPLIED RESEARCH CENTER, INC.
NEW YORK, N.Y.

Contract 42-36-73-03
Funded to December 15, 1974

Dr. Olivia Frost

Adolescent Minority Females in an Urban Labor Market: A Demonstration Project

This project will test the impact and effectiveness of a model youth program. Experimental and control groups of equal size will be drawn from 80 to 100 black female dropouts 16 to 19 years of age with severe social and economic problems. The experimental group will attend peer group sessions up to 15 hours per week in addition to individual counseling, tutoring, and various job and training activities designed to increase employment potential and raise self-confidence. Peer group sessions, facilitated by peer group aides of similar social and economic circumstances serving as role models, will focus on employment, labor market information, training and related activities.

1.204 NATIONAL CAPITAL AREA CHILD DAY CARE ASSOCIATION, INC.
WASHINGTON, D.C.

Contract 82-11-72-12 (formerly 82-09-70-07 and 82-09-68-43)
Funded to December 1973

Mattie P. Jackson, Center Director

Employer-Sponsored Child Day-Care Center for Children of Department of Labor Employees

This project, continuing a child day-care demonstration project begun in October 1968 (see 1.209), provides a program that fosters the intellectual, social, emotional, and physical development of the children. It also offers social services for the parent-employees, who are involved in the entire program of the center. The project attempts to provide a model of employer-sponsored day care which will increase employee stabilization by reducing absenteeism and turnover and fostering the personal growth of the parent-employees.

During 1972 the project came under the supervision of the Department's Assistant Secretary for Administration and Management, who arranged for an independent assessment. Earlier assessments indicated a continuing need for good day-care service for children of the Department's employees (there were 28 children on the waiting list and 60 enrolled at the end of 1972), but suggested more comprehensive data would be required to measure the center's impact on employee stabilization.

*Nellum and Associates, A. L.–Subcontracts under 82-09-68-43 and 92-09-70-05

Evaluation of Employer Sponsored Child Day-Care Center for Children of Department of Labor Employees

MA/ORD.

An Experiment in Employer Sponsored Day-Care

NTIS–PB 198985.

*Child Day-Care Demonstration Project for Children of Department of Labor Employees: Final Report, January 1, 1972-December 31, 1972, by Mattie P. Jackson and Thomas C. Taylor

NTIS–PB 221288.

REPORTS

1.205
American Institute of Aeronautics and Astronautics–No. 82-36-71-01.

AIAA Employment Workshops

Vol. 1: Final Report

NTIS–PB 209366.

Vol. 2: Analytic Report

NTIS–PB 209367.

Vol. 3: Workshop Handbook

MA/ORD.

1.206
Beth Israel Hospital Community Service Program–Cavin Leeman, No. 82-23-70-02.

Job Improvement Service Demonstration Project

NTIS–PB 220183.

1.207
JOBS NOW–No. 82-15-68-08.

Coaching in a Manpower Project

NTIS–PB 204301.

1.208
Mentec Corporation–No. 82-05-70-05.

1. Operation Pathfinder–Shaping Work Behavior of Ex-offenders and Other Disadvantaged People Using Social Reinforcement Techniques

NTIS–PB 209293.

2. Job Behavioral Analysis Manual

NTIS–PB 209295.

3. How to Train Supervisors in Behavior Modification

NTIS–PB 209296.

4. Supervisory Workbook in Behavior Modification

NTIS–PB 209297.

5. How to Maintain a Social Reinforcement Program

NTIS–PB 209294.

2. SPECIAL TARGET GROUPS

RACIAL (ETHNIC) MINORITIES

ONGOING PROJECTS

2.1 THE CITY UNIVERSITY OF NEW YORK
NEW YORK, N.Y.

Grant 21-36-73-13
Funded to August 31, 1974

Employment Characteristics and Occupational Status of the Chinese in the United States

This project will first make a detailed study, based on unpublished data from the 1970 census, of the economic characteristics of the Chinese in the United States. It will then seek insights into any problems revealed by the study in interviews with employment agencies, placement offices, personnel offices, Manpower Administration offices in New York, and various Chinese-American individuals and groups.

2.2 THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

Contract 81-46-70-24
Funded to September 1973

Dr. F. Ray Marshall, Department of Economics

Negro Employment in the South: The Federal Service and the Construction Industry

This three-part study expands the researcher's study of Negro employment patterns in the South (see 2.3). The first component of the present study is an examination of patterns of Negro employment in the Federal Service in 13 States and 25 metropolitan areas of the South; the second, an examination of patterns of employment among minority construction contractors in Atlanta, Houston, Chicago, and Oakland-San Francisco; the third, research to update and more completely analyze Negro employment in selected southern standard metropolitan statistical areas through use of data from the 1970 Census of Population.

The Federal Service study is adding, to the information obtained in the earlier study, the 1969 data now available from the Civil Service Commission, and collecting more detailed information through field interviews.

In the construction study, selected civil rights and union leaders, minority and white contractors, and others with construction industry experience were interviewed to obtain a profile of minority contractors and their firms, a picture of their operations and the problems they face, and data on their views toward upgrading.

Preliminary findings show that Negro construction contractors in Houston and Atlanta, and Mexican American contractors in Houston, have significant potential for advancement which could be realized with appropriate financial and technical assistance. The researcher suggests that support and encouragement of local minority contractors' associations would be a highly desirable way of reaching minority contractors and helping them to enlarge their scale of operations.

The research using 1970 census data will supplement the earlier study concerning such questions as: Where are Negroes underrepresented in employment and higher paying jobs? Where have the greatest gains been made? What are the prospects for Negro employment in southern metropolitan areas? How do employment patterns described by the 1970 census data differ from those revealed by data from the Equal Employment Opportunity Commission?

COMPLETED PROJECTS

2.3 THE UNIVERSITY OF KENTUCKY RESEARCH FOUNDATION

- LEXINGTON, KY.

Contract 81-19-68-13

Dr. F. Ray Marshall, Department of Economics, The University of Texas

Negro Employment in the South

This project, which was also supported by the Equal Employment Opportunity Commission, consisted of several studies of the patterns of employment of Negroes in the South, especially their penetration of, and occupational distribution in, major industries. The causes of these patterns were analyzed to provide guides for the more effective employment and upgrading of Negroes. The studies covered employment patterns in six Southern cities (Atlanta, Birmingham, Houston, Louisville, Memphis, and Miami) and in selected industries (agriculture, the Federal Government, and State and local governments). Under a separate contract (see 2.2), additional research is being conducted. Major data sources are the Equal Employment Opportunity Commission, the Department of Labor, the Civil Service Commission, the U.S. Commission on Civil Rights, the Department of Agriculture, and the Department of Health, Education, and Welfare, supplemented by data from local agencies and organizations and interviews with spokesmen for these institutions.

Individual studies are released as they are completed, and the 3-volume final report on the overall study is now available.

Major findings from the overall project are:

1. The South's traditional institutions, including institutionalized racism, are being eroded by forces associated with industrialization and urbanization. However, the proportion of blacks employed in the higher income white-collar categories will not equal that of whites for many years.
2. Although agricultural workers in the South are being displaced and blacks at a faster rate than whites, there seems to be little effort to help these people prepare for emerging farm or nonfarm employment.
3. For blacks in metropolitan areas, employment patterns improved in the last half of the 1960's: employment of black women shifted markedly upward in the white-collar categories, while employment opportunities of black men increased mainly in blue-collar positions.
4. Federal employment in the South has provided better upgrading opportunities for blacks than State and local governments and higher penetration rates, and in terms of occupational position is generally superior to the private sector.
5. Black women's employment patterns in the South are quite different from those of white women. Both white and black men are employed in essentially the same industries in the South and non-South, but this is not true of women.
6. While antidiscrimination laws have limited impact on black employment patterns, their threat causes unions and employers to be more responsive to other programs designed to increase black penetration and improve occupational positions.

The Manpower Administration has initiated several remedial measures, either on its own or in cooperation with other Federal or State agencies. These include developmental projects to place qualified blacks in higher ranking occupations (see 1.189 and 1.190).

*Negro Employment in the South–Manpower Research Monograph No. 23

Vol. 1: The Houston Labor Market, by Vernon M. Briggs, Jr. (GPO $1)
Vol. 2: The Memphis Labor Market, by Arvil Van Adams (GPO $.65)
Vol. 3: State and Local Governments, by David F. Ross (GPO $.85)
Vol. 4: The Miami Labor Market, by Dale Truett (GPO forthcoming)

*Final Report: Negro Employment in the South (3 volumes)

NTIS–PB 219611 ($9.50).

*Vol. 1 (Introduction; Economics of Employment Discrimination; The Historical and Institutional Setting; Regional Growth, Agricultural Displacement, and Surplus Labor in the South; The Negro in Southern Agriculture; Negro Employment in the South and the Role of Metropolitan-Nonmetropolitan Areas in the 1960's)

NTIS–PB 219612 ($3).

*Vol. 2 (Negro Employment in Memphis, Tennessee: A Summary Report; Negro Employment in Miami; Black Employment in Birmingham; Black Employment in Houston; Black Employment in Atlanta; Negro Employment in Louisville)

NTIS–PB 219613 ($6).

*Vol. 3 (Employment Opportunities for Blacks in State and Local Government; Black Employment in the Federal Government in the South in the Sixties; Minority Construction Contractors; Some South–Non-South Comparisons; Summary, Conclusions, and Recommendations; Appendix: Some Determinants of Negroes' Relative Occupational Position)

NTIS–PB 219614 ($3).

2.4 SOUTHWEST COUNCIL OF LA RAZA
● WASHINGTON, D.C.

Grant 21-11-73-01

Report and Recommendations of the Southwest Council of La Raza Emerging Barrios Conference, August 7-8, 1972

The grantee, a Mexican American corporation funded by the Ford Foundation, conducted a conference at which Chicano leaders discussed with Federal officials the policies and programs affecting them. Seminars were held on education, housing, business development, manpower, and health.

REPORTS

2.5
Greater Horizons, Inc.–No. 82-34-69-30.

To Create Greater Opportunities in the Trucking Industry for Minority Entrepreneurs and Workers

MA/ORD (Forthcoming).

2.6
Louisiana State University–Theresa R. Shapiro, No. 81-20-70-20.

Negro Construction Craftsmen in a Southern Labor Market

NTIS–PB 212233.

2.7
Louisiana State University–Theresa R. Shapiro, No. 91-20-70-30.

Black Construction Contractors in New Orleans

NTIS–PB 208120.

2.8
Menswear Retailers of America–No. 82-09-69-35.

Ownership Opportunities Program

NTIS–PB 199402.

2.9
Metropolitan Applied Research Center, Inc.–Phyllis A. Wallace, No. 41-0-004-34.

Unemployment Among Black Teenage Females in Urban Poverty Neighborhoods

NTIS–PB 210210.

2.10
Michigan State University–Harvey M. Choldin and Grafton D. Trout, No. 81-24-66-32.

Mexican Americans in Transition: Migration and Employment in Michigan Cities

NTIS–PB 199901.

2.11
Newark College of Engineering–Robert Kiehl, No. 81-32-69-14.

Opportunities for Blacks in the Profession of Engineering

NTIS–PB 197065.

2.12
Talent Assistance Program–No. 82-15-70-15.

The Talent Assistance Program

MA/ORD.

WELFARE RECIPIENTS AND LOW-INCOME WORKERS

ONGOING PROJECTS

2.13 BRANDEIS UNIVERSITY
WALTHAM, MASS.

Grant 51-25-73-03
Funded to November 15, 1974

Dr. Leonard J. Hausman, Florence Heller Graduate School for Advanced Studies in Social Welfare

Work and Welfare Patterns of Low-Income Families with an Application to the Problem of Categorization

The two basic objectives of this study are: (1) To use data from a 5-year longitudinal survey of low-income families to determine their work and welfare histories, the reasons for observed patterns, the differences between the patterns for the welfare and non-welfare poor, and the implications of these patterns for manpower policies and programs; and (2) to use the findings to calculate the cost of requiring certain classes of Aid to Families with Dependent Children (AFDC) recipients to work.

The study will use data on 5,000 families for the period 1966-71 gathered by the Survey Research Center for the University of Michigan, and tapes from a negative income tax study by the University of Wisconsin Institute for Research on Poverty. With regard to the problem of categorization, net costs of providing classes of families with a given income will be estimated for programs with and without a work requirement.

2.14 BUREAU OF SOCIAL SCIENCE RESEARCH, INC.
WASHINGTON, D.C.

Contract 81-09-66-27
Funded to July 31, 1973

Gene B. Peterson

Occupational Adjustment of Recent Low-Income Southern In-Migrants to Cleveland

This three-phrase project concerned the occupational adjustment in Cleveland of low-income Southern in-migrants with less than 2 years, and 2 to 5 years, of residence. The project integrated research with an experimental program sponsored by the Manpower Administration.

In phase I, the researchers identified 1,600 low-income Southern newcomers to Cleveland and interviewed them for information on their occupational adjustment. For comparison, a sample of 400 Cleveland residents of more than 10 years was also interviewed.

In phase II, the experimental element, the researcher referred selected recent in-migrants to the PEACE (Programs for Educational and Cultural Excellence) Skill Center for special services, including prework orientation, job placement, and/or referral to MDTA training, to assist them in entering urban employment and community life.

In phase III, the researcher made a longitudinal examination of the conditions generating individual changes in work status and urban adjustment. An attempt was made to reinterview the entire sample from phase I. Interviews focused on the in-migrants' social, cultural, urban, and economic adjustment experiences, with special emphasis on past and current employment, changes in occupational aspirations, adjustments to city life, and particularly the impact of skill center programs in facilitating assimilation of those enrolled.

Preliminary findings: Low-income newcomers to the city generally had more education and training than did long-term, low-income residents. Negro newcomers had more education, were younger, and more often were unmarried than their white counterparts, but whites held more skilled and higher paying jobs. Men, both white and Negro, were better off than women in Cleveland.

The chief reason reported for moving was economic, for example, jobs and wages. Yet most of the newcomers' (white and Negro) first jobs in Cleveland were as operatives (men) or in clerical and sales positions (women). This occupational pattern had not changed by the time of the phase III survey. Negro men were still predominantly in operative occupations, but a number of white men had advanced into craft occupations or jobs as foremen. Most of the newcomers felt they were better off as a result of moving to Cleveland.

2.15 CENTER FOR RESEARCH ON THE ACTS OF MAN
PHILADELPHIA, PA.

Grant 51-42-73-05 (formerly Contract 51-42-72-02)
Funded to May 15, 1974

Dr. Samuel Z. Klausner

Paternal Authority and the Outcome of Work Training and Income Maintenance Programs

The project builds on a pilot study of the relation between the stability of family networks and access to economic resources, which suggested that female-headed households become dependent on welfare fundamentally because they are not part of a family network that includes regularly employed persons. The researcher assumes that a successful work/welfare system would foster a form of family authority which would support the integration of the family into the economy. In the first year of the project, a questionnaire was designed for the study of low-income men, their wives or female companions, and members of their family networks. The questionnaire covers basic demographic and social background, work history, work attitudes and competencies, individual job perspectives, income and expenditure, participation in religious, educational, and political institutions, the history of the family network, and the family's authority structure. The questionnaire was tested in 102 interviews.

In the current phase of the work, approximately 1,500 additional interviews are to be conducted, using samples selected during the first year of the project.

2.16 CORNELL UNIVERSITY
ITHACA, N.Y.

Contract 51-36-71-02
Funded to July 1973

Dr. Daphne A. Roe and Michael C. Latham, Graduate School of Nutrition

Health and Nutritional Status of Working and Nonworking Mothers in Poverty Groups

This study concerns the influence of health problems on the employability of welfare recipients. Building on a related survey of low-income mothers in upstate New York (see 2.20), this study addresses such questions as: To what extent is poor nutrition or ill health an explanation of unemployability, loss of jobs, and high dropout rates from manpower programs? What is the probability of placement if remedial measures are instituted? In what ways does employment, or unemployment, affect health?

Data are to be obtained from the mothers through questionnaires and medical and dental examinations. The availability and utilization of health care facilities in the community will be surveyed, and the local public health authorities have agreed to adopt the recommendations the researchers make as a result of their study.

2.17 GEORGIA STATE UNIVERSITY
ATLANTA, GA.

Grant 51-13-72-10
Funded to September 30, 1973

John F. Adams

To Assess the Economic and Social Aspects of Labor Force Behavior of Low-Income Families in the Rural South

This study (designed under Grant 92-13-72-10) is assessing the socioeconomic status and environment of low-wage workers and welfare recipients in the rural South. For this purpose it will: (1) Develop questionnaires for household surveys of the sample population in four rural counties, arrange for surveys, and analyze survey results; (2) undertake special surveys in Tattnall (Georgia), Natchitoches (Louisiana), Bolivar (Mississippi), and Starr (Texas) counties to include standardized interviews with samples of the business community, the government, the churches, and service clubs; and (3) draw socioeconomic and demographic county data from secondary sources, including the Bureau of the Census, Department of Labor, and the records of various State, county, and local agencies.

2.18 STANFORD UNIVERSITY
STANFORD, CALIF.

Grant 51-06-73-06
Funded to November 25, 1974

Dr. Robert D. Simmons

Welfare Dependency and Low-Income Labor Markets

This study will: (1) Estimate the probable duration of welfare dependency by personal characteristics and wage and income expectations of individual welfare recipients; (2) describe and explain turnover rates in the welfare population and indicate how they are affected by public policy decisions; (3) build a model of the determinants of probability and duration of welfare dependency as related to expected market wage rates, expected unemployment, nonwage income, family characteristics, and basic welfare payment; and (4) estimate effect on welfare dependency of policies designed to alter structure of low-income labor markets.

The grantee will analyze data on 1,000 randomly selected families collected by the Office of Research of the California State Department of Welfare during 1965-70. The data include information on family status, race, sex, education, work experience, and income.

COMPLETED PROJECTS

2.19 THE UNIVERSITY OF MICHIGAN–WAYNE STATE UNIVERSITY

- ANN ARBOR, MICH.

Contract 51-24-69-05

Dr. Louis A. Ferman and Dr. Joe A. Miller, Institute of Labor and Industrial Relations

Welfare Careers and Low-Wage Employment

This two-part study focused on the nature and extent of low-wage employment, especially among welfare recipients.

In the first part, information was obtained in the summer and autumn of 1970 in interviews with approximately 1,000 low-wage workers in Detroit, almost equally divided between working welfare recipients and nonrecipient workers in low-income neighborhoods. About one-fourth of these respondents were reinterviewed in the spring of 1971.

There was little difference in the personal characteristics and backgrounds of the two groups. However, the women on welfare tended to have shifted from household work to clerical or nonhousehold service jobs, whereas the nonrecipients had shifted into blue-collar jobs.

Neither education nor training had much influence on wage levels, although education was somewhat more important for women than men. Women were employed in a much narrower range of jobs, leading the researchers to conclude that sexism in low-wage employment reinforced racism, even after allowance for the larger role of personal and family problems in women's decisions to change or seek jobs. The women were younger and had fewer children than the men.

Although a majority of the respondents worked most of the time and at full-time jobs, work did not appreciably alter their economic resources or life situation. Hence, the researchers concluded that welfare was essentially a device for resolving instabilities and problems that occurred on a random basis in the low-wage worker population, not a way of life.

In the second part of the study, data from the 1967 Survey of Economic Opportunity for nearly 14,000 full-year, full-time workers were used to compare the average wages and the incidence of low wages for white men with those for white women, black men, and black women.

The central finding, reported in greater detail in the 1972 projects book, was that the average wage was 33 percent lower for black than for white men, 36 percent lower for white women, and 50 percent lower for black women.

*Welfare Careers and Low-Wage Employment, by Louis A. Ferman and Joe A. Miller

NTIS–PB 221197 ($6.75).

Low Wages and the Working Poor, by Barry Bluestone et al.

NTIS–PB 206095 ($6).

REPORTS

2.20
Cornell University–Harold and Margaret Feldman, No. 51-34-69-07.

Effect of Welfare Women's Working on Their Family

Vol. 1: Findings and Implications

NTIS–PB 209019 ($6).

Vol. 2: Tables and Appendices

NTIS–PB 209020 ($6).

Vol. 3: Participant Observer and Case Studies

NTIS–PB 209021.

2.21
Ohio State University Research Foundation, The–John R. Shea and Jack A. Meyer, No. 51-37-70-09.

Potential Recipients of Family Assistance Payments: Characteristics and Labor Market Behavior

NTIS–PB 209287 ($6.75).

2.22
Wright Institute, The–Edward M. Opton, Jr., No. 51-05-69-04.

Factors Associated with Employment Among Welfare Mothers

NTIS–PB 201109.

WOMEN AND GIRLS

ONGOING PROJECTS

2.23 CARNEGIE-MELLON UNIVERSITY
PITTSBURGH, PA.

Grant 91-42-73-32
Scheduled for completion June 1974

Dr. Nancy M. Gordon, Assistant Professor of Economics; and Dr. Thomas E. Morton, Associate Professor of Industrial Administration

The Staff Salary Structure of a Large Urban University with Special References to Sex Discrimination

This study will attempt to: (1) Develop a general model of the salary structure of non-faculty university staff employees; (2) produce a job classification aggregation scheme; (3) fit the model econometrically for the staff of a specific university; and (4) use the model to estimate the extent of sex-related wage differentials.

The proposed study will use data on all full-time employees of a large urban university, controlling for age, marital status, years at the university, education, job classification, and department. The relationship between salary and the explanatory variables will be investigated for men and women separately, as well as for all employees together.

2.24 HUSTON-TILLOTSON COLLEGE
AUSTIN, TEX.

Grant 91-48-73-35
Scheduled for completion August 1974

Elizabeth M. Havens, Department of Sociology

Women and the American Occupational Structure

This project will examine the influence of certain social origin and recruitment variables on: (1) The regularity of women's participation in the American occupational structure; and (2) the positions of destination for career women in that structure. It will attempt to formulate a procedure that departs from occupational mobility models which ignore differences in the characteristics of the male and female labor force.

Data to be used are from a national study of the labor market behavior of women in the United States (see 4.25) and the decennial census.

2.25 THE JOHNS HOPKINS UNIVERSITY
BALTIMORE, MD.

Grant 91-24-72-44
Scheduled for completion June 14, 1974

Dr. Peter H. Rossi, Department of Social Relations

Prestige Scores for Female Occupations and for Females in Other Occupations

This study is investigating the prestige levels of occupations women most often enter and the effect of the incumbent's sex on the prestige of occupations in general. In a survey of 100 households and 1,000 high school and college students in the Baltimore area, the researcher is asking subjects to rate the social standing accorded to people in 125 occupations under experimental treatments that vary the sex ratios of incumbents. The survey responses will be used to derive a set of prestige scores for traditionally female occupations and to determine if the sex of the incumbent in other occupations affects their prestige scores.

2.26 WAYNE STATE UNIVERSITY
DETROIT, MICH.

Grant 91-24-68-29
Scheduled for completion in FY 1974

Dr. Robert A. Mendelsohn, Department of Psychology

The Personality and Attitudinal Characteristics of Career and Homemaking Oriented Women

This investigation of personality characteristics, conceptions of masculine and feminine roles, and bases of self-esteem is an attempt to explain why so few of the women who work have jobs commensurate with their capabilities. A sample of 1,500 women and 500 men who graduated from Wayne State University are being given a personality test and asked to answer a questionnaire concerning their marital status and work experience. The analysis is attempting to establish differences between those women who are actively engaged in careers and those who are predominantly or exclusively homemakers, and between these two groups and the men.

COMPLETED PROJECTS

2.27 BUREAU OF THE CENSUS
• WASHINGTON, D.C.

Contract 20-11-73-06

Families, Subfamilies, and Children by Low-Income Status in 1971, Work Experience, and Age of Mother, Age of Children, and Race of Head

This project provided for the special tabulations described above from the March 1972 Current Population Survey. The tabulations were used by Manpower Administration staff.

REPORTS

2.28
Columbia University—Cynthia Fuchs Epstein, No. 91-34-68-26.

Social Factors Affecting Utilization and Mobilization of Trained Personnel in Elite Occupations

Woman's Place: Options and Limits in Professional Careers, University of California Press, Berkeley, Calif. 94720 ($2.45); *Women and Professional Careers: The Case of the Woman Lawyer*, University Microfilms, 300 North Zeeb Road, Ann Arbor, Mich. 48102.

2.29
National Manpower Policy Task Force—No. 81-09-66-31.

Sex in the Marketplace: American Women at Work, by Juanita M. Kreps—Policy Studies in Employment and Welfare No. 11, The Johns Hopkins Press, Baltimore, Md., 1971 ($1.95).

OTHER

ONGOING PROJECTS

2.30 ASSOCIATE CONTROL RESEARCH AND ANALYSIS, INC.
WASHINGTON, D.C.

Contract 42-11-73-06
Funded to August 1, 1974

Dr. Charles C. Kim

Study of Temporary Help Service Segment of the Casual Labor System

The objective of this study is to find out if the temporary help industry provides a form of peripheral employment to male blue-collar workers who might not otherwise be able to obtain regular full-time jobs. The study will be conducted in Houston and Atlanta, which were selected because they have year-round construction and manufacturing activity. Information will be obtained from samples of temporary help agencies, customer firms and their employees. Agencies will be asked about recruitment, screening, hiring and employment procedures, the size of the labor pool, contacts with customer firms, and the like. Customer firms will be asked for their opinions on the advantages and disadvantages of patronizing temporary help firms. Employees will be asked about jobseeking methods, work histories, work perceptions, skill levels, life styles, and barriers to full-time employment, and this information will be compared for workers not hired by temporary help agencies and those employed by such agencies.

2.31 BUREAU OF SOCIAL SCIENCE RESEARCH, INC.
WASHINGTON, D.C.

Grant 91-09-69-31
Scheduled for completion in FY 1974

Dr. Albert D. Biderman

Recent Second Career Patterns of Military Retirees

This study examines certain aspects of the labor force participation of men who have retired from the Armed Forces after a career of 20 or more years: (1) Their difficulty in recent years in finding good jobs; (2) their present employment status as related to age at retirement, present age, education, rank, and year of retirement; (3) impact of legislation barring dual compensation for retired military personnel employed by the Federal Government; and (4) their use of employment assistance under programs recently initiated by the Departments of Labor and Defense.

This study will supplement and update earlier analyses, including one sponsored by the Manpower Administration. Data for the present study were drawn from a 1966 Department of Defense survey of a 25 percent sample of retired military personnel.

2.32 CLAREMONT GRADUATE SCHOOL
CLAREMONT, CALIF.

Grant 92-06-72-14
Funded to July 30, 1973

Dr. Paul E. Sultan, Department of Economics; Darryl D. Enos, Center for Urban and Regional Studies

An Analysis of Nonfarm Employment Problems of Farm Laborers

This study is concerned with the successes and failures of farm laborers—largely Spanish-surnamed—who seek urban employment as a substitute for, or in combination with, farm jobs, and their relationship to economic and social variables. The researchers will: (1) Interview 1,000 current and former farm laborers from San Bernardino and Riverside counties (Calif.) to gather information on employment problems due to lack of facility in English, resources available to enhance geographic mobility, and other factors that may influence employment; and (2) interview in depth 25 nonfarm employers who have hired farm laborers and 30 farm laborers who have held nonfarm employment. These data will be evaluated against statistical profiles of 7,000 persons—prepared from Employment Service Automated Reporting System (ESARS) data—drawing income from farm labor or from both farm and nonfarm employment.

2.33 COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Grant 91-34-67-58
Scheduled for completion in FY 1974

Dr. Herbert Hyman, Chairman, Department of Sociology

Occupational Choice and Its Determinants Among Totally Blind Individuals

As part of a larger study of the patterns of communication, perception, and social behavior among the blind, this study examines blindness as a barrier to gaining knowledge of environment, and consequently, to choosing a career. Patterns of occupational choice are being contrasted between blind Negroes and whites and between those blinded before the age of 15 years and those blinded later in life. The developmental processes underlying these patterns are being examined through a parallel study of totally blind children and their families.

The present analysis is based on the following groups drawn from the sample of the total study: 180 white and 90 Negro adults, totally blind, living in Northern cities; and 80 white and 20 Negro children, totally blind, 10 to 15 years of age, living in New York City. Indepth interviews have been held with the adults; a sighted family member was also interviewed concerning the blind person's immediate and larger environment and how he had been socialized or resocialized. Parallel interviews were conducted with the children; their mothers were questioned about the patterns of childrearing followed with the blind child and with his siblings; and sighted siblings were interviewed whenever available regarding their own development within the family and their orientation toward the blind child. Computer analysis is being used to trace individual and aggregate patterns of learning.

2.34 HUMAN RESOURCES RESEARCH ORGANIZATION
ALEXANDRIA, VA.

Grant 21-51-73-46
Funded to June 14, 1974

Dr. T. R. Wilson

Facilitating Employment of Disabled Veterans

This project will first establish working parameters, including geographic scope of the survey, population to be included, appropriate methodology, and other technical aspects of implementing the study. The researcher then will design and administer questionnaires to obtain information on obstacles to finding jobs, job search methods, and results from disabled veterans, public and private employers, and veterans assistance organizations and analyze the results, including operational arrangements between the Veterans Administration's Vocational Education and Rehabilitation Service and the Veterans Employment Service (VES), in the rehabilitation and employment of disabled ex-servicemen. The findings will be used to prepare a handbook of recommendations for securing employment from the viewpoint of an individual's total capability and a report providing factual information on the magnitude and nature of the disabled veteran's problem for the guidance of Federal, State, and local manpower planners and administrators, especially the VES.

2.35 THE JOHNS HOPKINS UNIVERSITY
BALTIMORE, MD.

Grant 21-24-73-23
Funded to September 30, 1973

Dr. Wallace Mandell, School of Hygiene and Public Health

Retaining Problem Drinkers on the Job

The primary purpose of this project is to develop a model of system linkages between management, labor, treatment resources, and health insurers in a community for the early identification, treatment, and retention of problem drinkers on the job. This involves the design and application of work performance criteria for treated alcoholics to permit an evaluation of the costs, effectiveness, and suitability of treatment for different types of workers. The second aim is to develop data about a large pool of workers so that the contribution of work structure characteristics to deviant drinking can be evaluated. The third aim is to study the history of problem drinkers who lose their jobs and move through the labor market, so as to locate points of intervention, such as employment service, and techniques that could prevent extrusion from the labor force.

Large companies and State, Federal, and local government agencies in the Baltimore area have referred employees to the program for treatment, which is being provided by Alcoholics Anonymous, The Johns Hopkins University, and community agencies such as BACA (Baltimore Area Council on Alcoholism).

The investigators offer subjects the choice of a variety of treatment forms, keep detailed records, conduct periodic reviews to obtain data on program impact, and measure the work performance of experimental subjects against that of the control group.

2.36 THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Grant 91-24-68-41
Scheduled for completion in FY 1974

Dr. Martin Gold, Institute for Social Research

An Agency's Effort to Improve the Future of Adolescent Boys in the Inner City

This study is assessing the impact on adolescent boys of a 1961-65 experimental program of the Chicago Boys' Club which sought to combat juvenile delinquency in two inner-city target areas. In addition to the club's traditional building-centered recreational activities, the program provided academic and vocational counseling and job placement and worked with community institutions to increase vocational education, apprenticeship, job, and recreational opportunities.

The data for this analysis were collected during the program. Two control areas with matching demographic characteristics were constructed from surrounding census tracts. Variables relevant to the condition of the populations and goals of the program were measured at the beginning and end of the program. Data were collected through interviews with representative samples of the boys in each area who were and were not participating in the program, their mothers, community leaders, and personnel throughout the Chicago Boys' Club organization. Further material was gathered from police, court, and school records on the behavior and performance of the boys in the study, and the boys themselves provided information on their aspirations, perception of opportunities, current plans, and efforts to prepare themselves for future employment, and school attitudes and performance.

COMPLETED PROJECTS

2.37 ASSOCIATE CONTROL RESEARCH AND ANALYSIS, INC.
● WASHINGTON, D.C.

Contract 82-11-72-26

Dr. Charles C. Kim

A Case Study of Certain Casual Labor Patterns in Selected Geographic Areas

Using data gathered through personal interviews with 50 casual laborers at street-corner shape-up points in Washington, D.C., and Los Angeles, this study attempted to identify the characteristics of adult men who do not work regularly and the barriers, if any, to their obtaining full-time regular employment. The analysis focused primarily on job skills, employment patterns, and job search methods, with limited information on the communication network by which casual laborers find and change jobs within the system.

The researchers found little evidence to support the "derelict" transient tendencies sometimes attributed to this group. The average respondent in the study had completed between 10 and 11 years of school, had had some previous full-time work experience, and had resided in the area for more than 10 years. He now appeared to be a permanent member of the casual labor market, where he could earn as much in half the time as a man working full time at the minimum wage. While most of those interviewed were willing to improve their job skills for the promise of full-time work, they were unwilling to accept wages lower than their current hourly rate of $3.25. Health, arrest records, drinking, personal motivation, and education were not found to be significant restrictive factors to full-time employment. Rather, it was the laborer's own choice of his unstable work situation and his unwillingness to accept lower paying, full-time work that determined his condition.

2.38 HARVARD UNIVERSITY
● CAMBRIDGE, MASS.

Grant 92-25-71-05

Dr. I. Ira Goldenberg

Employment and Addiction: Perspectives on Existing Business and Treatment Practices

The investigator examined business practices concerning drug use by employees and employer relationships with manpower and drug addiction control agencies, to develop models for coordinated employer-manpower development-drug rehabilitation activities aimed at enhancing employment stability of drug users and ex-addicts.

To accomplish this, the investigator worked with several drug rehabilitation programs in the Boston area to collect and analyze information on the vocational backgrounds of clients, the manpower services provided, and other areas related to employment of such persons. In addition, he canvassed several employers for information on their policies, attitudes, and experiences concerning the hiring and retention of addicts and ex-addicts, and relationships with addiction control treatment agencies.

It was found that drug programs and employers are largely uninvolved in the employment needs of drug users and ex-users, and that there are no operating models through which these needs are being met in the Greater Boston area. While all three groups surveyed (drug program personnel, employers, and users and ex-users) felt that drug rehabilitation programs should help clients get jobs, in practice drug programs do not see vocational training or job placement as an important part of the rehabilitation process, and employers exclude people with a history of drug problems in the belief that they constitute bad business risks and endanger the productivity of the company.

Several models for improving the situation are outlined, along with suggestions for future areas of research.

*NTIS–PB 211650 ($6).

2.39 HARVARD UNIVERSITY
● CAMBRIDGE, MASS.

Contract 81-25-72-10

Paul H. Thompson, Graduate School of Business Administration

The Effects of Unemployment on Engineering Careers

This report presents the results of a study of the effects of layoffs and unemployment on engineering careers. A comparison of laid-off engineers with those retained indicated few differences between the two groups in dimensions such as age, years of service, and salary level. However, those with the least education and the lowest performance ratings were most likely to be laid off.

A questionnaire mailed to 950 engineers who had been laid off by eight different firms resulted in 480 useable responses. The employment status of the respondents in December 1971 was as follows: Aerospace engineering, 23 percent; nonaerospace engineering, 25 percent; engineering related jobs, 14 percent; nonengineering jobs, 14 percent; unemployed, 20 percent; not seeking employment, 3 percent.

Those still unemployed had comparable education and performance ratings with those employed in engineering but were older and had had higher salaries prior to layoff.

The respondents found reemployment most frequently through friends and former work associates; secondly, by individual contacts to employers; and thirdly, through public and private employment agencies. The major finding of this study was that those over 40 were most likely to encounter difficulty in finding reemployment.

REPORTS

2.40

Bureau of Labor Statistics–Vera C. Perrella, No. 41-0-001-09.

Students and Summer Jobs; Young Workers and Their Earnings

Monthly Labor Review, February 1971, pp. 55-61; July 1971, pp. 3-11, respectively. Reprinted with additional data as Special Labor Force Reports Nos. 128 and 132 (Washington: U.S. Department of Labor, Bureau of Labor Statistics, 1971).

2.41

George Washington University, The–Regis H. Walther, No. 41-9-001-09.

A Study of Negro Male High School Dropouts Who Are Not Reached by Federal Work-Training Programs

NTIS–PB 202110 ($6).

2.42
Jewish Vocational Service (Chicago)–No. 82-15-67-55.

The Alpine Project (A Test of Three Techniques for Assisting Chronically Unemployed Older Workers)

NTIS–PB 199178.

2.43
Michigan, The University of–Louis A. Ferman and others, No. 91-24-67-56.

The Hard-Core Unemployed of Detroit: An Economic and Social Portrait

NTIS–PB 197321.

2.44
Rancho Los Amigos Hospital–No. 82-05-66-36.

Final Report to the U.S. Department of Labor on the Employment Demonstration Project at Rancho Los Amigos Hospital, Downey, Calif., covering the period September 1, 1967, through February 28, 1969: "An Experiment in Reducing Chronic Unemployment Among the Physically Handicapped"

NTIS–PB 199183.

2.45
Washington State Employment Security Department, Vocational Resource Center–No. 82-51-70-09.

Vocational Resource Center

MA/ORD.

3. MANPOWER PROGRAM PLANNING AND ADMINISTRATION

LABOR MARKET AND OTHER INFORMATION SYSTEMS

ONGOING PROJECTS

3.1 AMERICAN AGRICULTURAL ECONOMICS ASSOCIATION
LEXINGTON, KY.

Grant 21-21-73-42
Funded to June 30, 1975

Dr. Loys L. Mather, Agricultural Experiment Station, University of Kentucky

The Development and Assessment of an Experimental Full-Time Employment Service for Agricultural Economists

This project is being developed in three phases. Phase I will create a computerized job matching system that will make available to potential employers information on the entire membership of the American Agricultural Economics Association. Phase II will concentrate on implementation and operation. Phase III will assess the feasibility of extending the system to other professional groups.

Data will be provided by the Association's Committee on Employment Services and by the Illinois State Employment Service, particularly through its registry of economists.

3.2 CALIFORNIA HUMAN RESOURCES DEVELOPMENT DEPARTMENT
SACRAMENTO, CALIF.

Contract 71-06-72-01
Funded to January 1974

James M. Neto and Marged S. Sugarman

A Systematized Approach to Using Jobseeker Information as a Means of Maintaining a Localized Job Research Information System

The aim of this project is to design a low-cost job-search information sharing system in which jobseekers would mail information obtained in their job search to the employment service office, which would examine the information for significant facts and then make it available to other jobseekers. With the use of automated methods where possible, information on specific occupations is to be gathered from records and the reports of jobseekers, processed, packaged, and disseminated to new jobseekers.

Forms and procedures have been developed; research methods have been tested; staff have been trained to make selections, handle jobseeker identification records and return postcards; and operation of the system has begun. Operations are being analyzed to evaluate the quantity and quality of supplemental data that can be put into the system, and to assess both the possible adverse effects on employer relations of unsolicited referral of applicants and the possible benefits to applicants of the enlarged scope of job search resources at their disposal.

3.3 MAYOR'S COUNCIL OF MANPOWER AND ECONOMIC ADVISORS
CHICAGO, ILL.

Grant 21-17-73-48
Funded to December 30, 1974

Samuel C. Bernstein, Mayor's Office of Manpower

Development of a Model System of Manpower and Economic Indicators and Forecasts for Urban Labor Market Areas

This project will establish a local data system and a manpower and economic forecasting model to improve manpower and economic policy and planning in the Chicago city government. The data sets, methodological procedures, and organizational approaches developed should be applicable to urban markets generally. Using existing data sources, an economic indicator series will be developed to provide small-area urban data on population, labor force behavior and activity, public and private investment, and location, transportation, and commuting patterns. These indicators will provide a base for a forecasting model that will contribute to rational and coordinated decisionmaking.

Under a subcontract, the indicator series will be produced at the Center for Urban Studies, The University of Chicago. The Center for Advanced Computation and the Institute of Labor and Industrial Relations of the University of Illinois are the subcontractors for the economic and demographic forecasting portion of the project.

3.4 COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Grant 21-36-73-47 (formerly Contract 71-34-70-04)
Funded to December 1973

Dr. Eli Ginzberg, Conservation of Human Resources Project

The Conceptual Foundations of a Labor Market Information System

This project covers three studies on a comprehensive labor market information system (LMIS) and recommendations that are expected to help the Department of Labor meet its responsibilities under Section 106 of the Manpower Development and Training Act, as amended in 1968.

1. The first study—*The Labor Market: An Information System* by Boris Yavitz and Dean Morse—has been completed. It comprises three units. One presents a rationale for governmental action to improve the flow of labor market information, and outlines the conceptual framework for an LMIS using actual job market transactions. The second unit discusses manpower flow and employment flow—the two subsystems of an information system—and such pertinent topics as career guidance activities, the programs and curriculums of institutions of higher education, and the gaps in information that adversely affect Federal policymaking. The third unit recommends simultaneous action on the national and local levels as an alternative to the impractical idea of a single comprehensive system for labor market information.

2. The objective of the second study, concerning New York City's expenditures on human resources, 1961-71, is to develop a more effective technique for allocating government funds among alternative human resource programs. The study examines New York City's changing pattern of human resource expenditures over the past decade for the four major subsystems within its anthropogenic system: (1) Family backup; (2) educational; (3) health delivery; and (4) income transfer.

3. The third study, concerning metropolitan labor market information systems, consists of four interrelated probes which examine the uses of labor market information in the urban environment and offer recommendations for strengthening the information system.

The first probe is concerned with the uses and potential uses of labor market information by local governments, private employers, labor unions, and other organizations, in their planning and policymaking activities.

The second probe examines the labor market experiences of previously institutionalized persons, such as criminal offenders and mental patients, and the impact of labor market information on these experiences. Manpower programs for the institutionalized are analyzed and a flow model of institutionalization is developed.

The third probe is directed to the process by which the labor supply is endowed with skill requirements. It provides an inventory of education and training institutions in New York City; an inventory of labor market information; an analysis of demand and supply configurations for specific occupational groups; and an exposition of the role played by labor market information in the determination of skill and curriculum requirements in selected education and training institutions.

The fourth probe examines the information needs of "transitionals"–persons not well established in jobs who nevertheless have some attachment to the labor force–and the mechanisms for transmitting information to them.

**The Labor Market: An Information System,* by Boris Yavitz and Dean W. Morse with Anna B. Dutka (New York: Praeger Publishers, Inc., 1973; $10).

3.5 CORNELL UNIVERSITY
ITHACA, N.Y.

Grant 91-34-69-30
Scheduled for completion in FY 1974

David Moore, New York State School of Industrial and Labor Relations

Development of an Industrial Relations Information Service (IRIS)

This project, for which major financial support is provided by industrial relations centers at 14 universities, is developing and bringing to a fully operational level a comprehensive information system in industrial relations to serve scholars and professionals in universities, private industry, government, and labor. Liaison is being sought with related information systems, such as the U.S. Office of Education's Educational Resources Information Center, the Smithsonian Science Information Exchange, and the Central Library and Documentation Branch of the International Labour Office in Geneva.

This project builds on the findings of a feasibility study partially supported by an earlier Manpower Administration grant. In addition, the present project continues earlier research in techniques of indexing and abstracting services and of packaging and delivering industrial relations information.

3.6 HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Grant 21-25-73-18 (formerly Contract 71-36-71-03)
Funded to July 15, 1973

Dr. Samuel S. Bowles, Richard Edwards, David Gordon, and Michael Reich

A Research Project on Labor Market Stratification

In the light of recent research suggesting the existence of two labor markets–a primary, high-wage, stable-employment market and a secondary, low-wage, unstable-employment market–this project seeks firmer knowledge of labor market stratification and what this may imply for the design and operation of a labor market information system. Using data from a variety of sources, including the urban employment surveys of the Bureau of Labor Statistics, the longitudinal studies of labor market behavior by The Ohio State University (see 4.25), and historical case studies of local labor markets, this project will test a variety of hypotheses about the boundaries, characteristics, and evolution of stratification in the labor market.

*Labor Market Segmentation: A Research Report to the U.S. Department of Labor

NTIS–PB 221991 ($3.75).

3.7 MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Contract 71-25-71-02
Funded to September 1973

Dr. Charles A. Myers, Department of Economics

Labor Market Information Systems and the Disadvantaged

This project consists of several related investigations of the operation of the labor market as it affects the disadvantaged. One is an exploration of the ways in which disadvantaged persons gain access to job opportunities in the primary labor market—in large organizations offering steady employment, relatively high wages, and the prospect for further training and advancement—in contrast to the casual, low-paid, or deadend jobs available to them in the secondary labor market. Another is a study of the effectiveness of recruitment media used by large firms in the primary labor market. A third is analyzing the process of training and developing disadvantaged minorities for jobs in the primary labor market. Finally, studies of formal and informal referral in the building trades and of career patterns and labor market information flow in the beauty shop industry are being conducted through a subcontract with Harvard University.

Methods used include participant observation, surveys, interviews, and experimental and control groups.

*The Process of Employing the Disadvantaged, by Leonard Martin Davidson

NTIS.

3.8 THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Contract 71-24-70-02
Funded to August 1973

Dr. Malcolm S. Cohen, Department of Economics

Planning and Conceptualization of a Labor Market Information System

This project, one of several being conducted to develop the comprehensive labor market information system (LMIS) which the Congress directed the Department of Labor to establish, concerns the generation and dissemination of statistics needed by Federal, State, and local LMIS users.

In the first phase of this project, the needs of labor market users and the major data bases were identified, many segments of the data were set up for computer retrieval, and the effectiveness of the data bank was evaluated.

Building on that work, the project has entered its second phase, in which additional data are being developed, a model is being constructed and tested which can provide answers to various policy questions, and users are being trained in the techniques employed and users of the data for area manpower planning. The additional data include new labor market indicators, such as information on the interaction between supply and demand, the determinants of job changing, and ways of obtaining information on job changing, as well as the expansion and implementation of various data bases for Denver, Detroit, and Milwaukee, where some data were obtained in the first phase of the project. The model which is being constructed will permit questions to be posed about the management of the employment services; the determinants of labor supply, labor demand, and job changing; and the use of various types of labor market intermediaries in a local labor market.

All data are being stored in the Michigan Computer Center, thus permitting selected users instant access, through use of the telephone and computer terminal, to a variety of manpower data useful for policy and program decisions. An advisory council consisting of representatives of the Manpower Administration's Office of Research and Development, the Office of Financial Management Information Systems, the U.S. Employment Service, and the local ES director of reports and analysis (R&A) in each of the cities has been set up to advise on research directions and priorities and to assure that operational needs of the Manpower Administration will be reflected in the project.

In order to more fully exploit this research, a decision was made to undertake at least one experiment in each of the three cities involved. The projects were developed by the researcher and the three R&A directors in consultation with the advisory committee.

To make the research findings available as quickly as possible, the contractor has prepared a series of working papers covering such topics as meeting special user information needs, data base design, data retrieval language, and simulation model. These papers are available from the contractor.

3.9 OLYMPUS RESEARCH CORPORATION
WASHINGTON, D.C.

Grant 21-11-73-28
Funded to July 30, 1973

Dr. Garth L. Mangum and John Walsh

Proposal to Test the Feasibility of Determining Whether Classified Want-Ads in Daily Newspapers Are: (1) An Accurate Reflection of Local Labor Markets, and (2) of Significant Use to Employers and Jobseekers

This project will determine the feasibility of using classified help-wanted ads as an accurate reflection of labor market trends and assess how useful they are for employers and jobseekers. Want-ads in selected editions of newspapers in San Francisco and Salt Lake City will be surveyed and analyzed, and employers, jobseekers, and private employment agencies will be interviewed.

3.10 OREGON BOARD OF EDUCATION
SALEM, ORE.

Contract 82-41-72-03
Funded to May 15, 1974

Bruce McKinley

A Career Information Center for the State of Oregon

This project is developing a model interagency Career Information System (CIS) to provide effective dissemination of current career and labor market information in forms which are meaningful to individual students and clients and are integrated into schools and social agencies in the State of Oregon.

The contractor is providing consulting services to assure that the information systems will be useful to agencies and that the information is integrated into instruction and counseling programs. Communication and cooperation links are being developed between the CIS and participating agencies and schools.

The CIS is arranging with the Oregon Employment Division and other information sources for participation by a wide variety of developers and users of labor market information (vocational and other educators, inner-city groups, and rural communities, for example) which thus far have not received adequate occupational or other labor market information.

3.11 SETTLEMENT HOUSES EMPLOYMENT DEVELOPMENT (SHED)
NEW YORK, N.Y.

Grant 21-36-73-14
Funded to November 4, 1973

Dan DeWees

Manpower Information Dissemination System for Linkages Between Neighborhood Agencies and Manpower Programs

The objective of this project is to determine whether better access to information about manpower training programs will lead to more knowledgeable referrals by neighborhood agencies in New York City and more satisfactory results for those served by the agencies.

Project activities will cover: (1) The distribution of a bulletin containing information on current manpower training programs and related services; (2) the development of a directory describing local programs; and (3) the dissemination of periodic analyses of manpower programs and issues of interest to program staffs.

Participating in the project are the Manpower Area Planning Council, the HRA Manpower and Career Development Agency of New York City, and 30 to 40 neighborhood agencies (to be increased to 60 to 70).

3.12 STANFORD UNIVERSITY
STANFORD, CALIF.

Grant 91-05-70-44
Scheduled for completion in FY 1974

Dr. Melvin W. Reder, Institute of Public Policy Analysis

A Pilot Study of Response to Job Offers as an Index of Labor Market Conditions

This study is investigating the possibility of expanding the base for calculating unemployment rates to include a measure of "intensity of job-search activity." It is developing and experimenting with instruments to measure: (1) The intensity with which unemployed persons search for jobs; and (2) the success of individuals in locating employment relative to the intensity of their jobseeking.

The researcher is selecting samples of applicants at private firms and various types of placement agencies in the San Francisco Bay area; stratifying them by such characteristics as age, sex, and occupational category; and tabulating individual reactions to valid job vacancies reported to them by the researchers. A scale for classifying individuals by the degree of intensity with which they search for jobs is being constructed. Data are being collected in followup interviews from the sample groups for an assessment of subsequent job success relative to individual characteristics and intensity of job search.

3.13 UNIVERSITY OF UTAH
SALT LAKE CITY, UTAH

Grant 91-47-69-64
Scheduled for completion in FY 1974

Dr. Garth L. Mangum, Human Resources Institute

Tracing the Development of a Statewide Automatic Data Processing Employment Security System

As a guide for instituting computerized systems to match men and jobs, this project traces the introduction by the Utah Department of Employment Security of an automatic data processing system to handle managerial, unemployment insurance, and placement functions on a statewide basis. Interviews were conducted with involved Federal and State officials and employees of the computer company. In addition, the applications of a sample of persons seeking jobs through the employment service were followed through the system.

3.14 YONKERS PUBLIC LIBRARY
YONKERS, N.Y.

Grant 92-36-72-30
Funded to September 1973

Grinton I. Will

Job Information Center

In this project, a Job Information Center was established in the Yonkers Public Library to test the effectiveness of a self-service method of free job opportunity information to persons seeking employment and associated materials. Information provided included the classified-ads sections from all local newspapers, job listings from five public manpower agencies or program sponsors and two large private employment agencies, and reference books on every aspect of finding a job. Users of the center were asked to report by prepaid postcard on their success in finding a job, including name and type of employer, type of job, and their personal characteristics.

About 700 to 800 people have used the Job Information Center each month thus far. Several other cities have requested information about establishing such centers, and New Haven, Conn. currently is establishing one.

COMPLETED PROJECTS

3.15 BUREAU OF ECONOMIC ANALYSIS U.S. DEPARTMENT OF COMMERCE

- WASHINGTON, D.C.

Contract 71-11-72-02

Robert Graham, Regional Economics Division

Development of Methodology for Use of Social Security Data

In this study, the Social Security Administration's Continuous Work History Sample (CWHS) file was tested for comparability with various other data sources including the 1970 Census of Population, Bureau of Labor Statistics data on employment in nonagricultural establishments, unemployment insurance records, and the censuses of industry.

3.16 UNIVERSITY OF CALIFORNIA, BERKELEY

- BERKELEY, CALIF.

Contract 71-05-70-03

Dr. Margaret Thal-Larsen, Stephen Laner, and Donald Mayall, Institute of Industrial Relations

Requirements and Design of a Labor Market Information System for a Large Metropolitan Area

This study appraised the current labor market information system (LMIS) in the six-county San Francisco Bay area, with emphasis on the definition of labor market information, its sources and volume, and its users and their needs. It highlighted the gap between the existing system and users' needs and described a design for improving the system.

The LMIS calls for the cooperation of many agencies and groups to provide information on 28 components, divided into three categories.

The first category, Information About Jobs, with 10 components, includes four covering specific industrial and occupational data at various geographic levels; one about the number and characteristics of job openings at identified establishments (derived from job leads); one about the distribution of total employment by occupation; and four relating to such matters as the local labor supply and the characteristics of typical jobs by occupation and of workers customarily hired in the occupation.

The second category, Information About Job Prospects, with four components, deals with short- and long-term prospects concerning the number and characteristics of job openings by occupation.

The third category, Information About the Community, with 14 components, includes six covering community development and economic outlook (population and labor force, for example) and employment trends; one dealing with prevailing wages in significant occupations; three covering training opportunities and criteria for certain occupations; two concerning hiring channels; and two focusing on employment-related supportive services and community facilities.

Because setting up the entire design for a large metropolitan area would cost about $2.5 million, the researchers suggested that the components to be implemented first should be chosen primarily to support program and policy emphases. They also pointed out that beginning with these eight "basic" components should provide the structural framework for the system: Four components on employment by industry and occupation from the first category; two on anticipated labor demand by occupation from the second; and two on labor force estimates by area and employment projections by industry from the last.

In addition, the study makes several broad recommendations to facilitate the implementation and testing of the system and outlines further research needs. It also suggests changes in national and State policies to permit employment security agencies to take a leading part in establishing and maintaining the system.

*NTIS–PB 213744 ($9).

3.17 HARVARD UNIVERSITY
• CAMBRIDGE, MASS.

Contract 71-25-71-01

Dr. John T. Dunlop, University Professor, Harvard University; Dr. D. Quinn Mills, Associate Professor, Massachusetts Institute of Technology; and Edward A. Markowitz, Research Associate, MIT–Harvard Joint Center for Urban Studies

Feasibility Study of a Computer-Based Manpower Information System for the Construction Industry

This study found that a computer-based manpower information system for the construction industry is feasible, provided it has the cooperation of trade unions and employer associations and can establish procedures for confidentiality that will encourage continued participation. Nine areas in which the computer offers the possibility of faster, more accurate information are: Dues records, membership, and work recordkeeping; health, pension, and retirement benefits recordkeeping; worker skill records and geographic mobility; apprenticeship programs and scheduling; status of completed, current, or planned construction projects; historic contract specification records; materials availability; skilled manpower projections, wage averages, and employment profiles; and skills banks.

Local trade unions and employer associations currently maintain such information, which, if computerized, would alleviate such construction labor market problems as frictional unemployment, labor shortages, and collective bargaining difficulties. By providing information from the supply side (skills bank), computerization should reduce the need for screening applicants, the deficiencies of inadequate classification codes, and the turnaround time spent in waiting for job applicants. Productivity increases and improved employment can result.

*NTIS–PB 214104.

3.18 DR. LOUIS LEVINE
• WASHINGTON, D.C.

Contract 71-11-72-05

Labor Market Information for Local Delivery of Manpower Services

In this study a wide range of individuals familiar with the operation of local employment service offices were interviewed to evaluate the effectiveness of local data collection procedures for subsequent local office use. It was concluded that information tends to flow toward the State and national employment service offices for administrative purposes, but rarely is utilized effectively at the local level.

*NTIS–PB 221314 ($9.75).

3.19 PURDUE RESEARCH FOUNDATION
• LAFAYETTE, IND.

Grant 91-18-72-19

Dr. Joseph C. Ullman, Krannert Graduate School of Industrial Administration, Purdue University; and Thomas G. Gutteridge, School of Management, State University of New York at Buffalo

The Effectiveness of Mailed Applicant-Opening Matches as a Placement Device and as Labor Market Information: A Study of the National Registry for Engineers

This study analyzed the operation of the National Registry for Engineers (NRE), which was funded by the Manpower Administration in late 1970 to match job orders from employers and applications from unemployed engineers and scientists by computer, and mail to the employers "referral profiles" of applicants who match their specifications. The study sought to ascertain the extent to which the service resulted in placements, whether it provided useful labor market information, and how it might better serve its users.

Data on a sample of about 3,100 active registrants (about 25 percent of the total) and on all open job orders (placed by 238 employers) were gathered in early 1972 from the NRE files. Subsequently, about two-thirds of the registrants and the employers responded to mailed questionnaires asking about their use of NRE and about other pertinent matters.

Only a small number of placements could be documented. Placed registrants were usually unaware the NRE referral had resulted in their jobs, and over one-fourth of the employers reported they would use the profiles for *future* hires. Three-fifths of the registrants would pay a $5 annual fee to remain in the NRE active file, and over two-thirds of the employers said they believed NRE should be continued, often indicating they would use it more if they were to expand hiring or encounter manpower shortages. The researchers concluded that the mail-matching of applicants and jobs, with its low cost per match, deserved further trial in a balanced labor market, and suggested several improvements in NRE operations.

*NTIS.

3.20 UNIVERSITY OF WISCONSIN
• MADISON, WIS.

Contract 71-53-70-01

Dr. George P. Huber and Dr. Joseph C. Ullman

A Study of the Local Job Bank Program: Performance, Structure, and Direction

This study analyzed the operation of local job banks–the computer-assisted system for recording, storing, and listing information on all job openings known to the public employment service (ES). Job banks are set up in selected offices of the employment service as part of the comprehensive labor market information system required under the 1968 amendments to the Manpower Development and Training Act. The performance of job banks in 18 cities was compared with placement operations in 12 cities that do not have them and in the country as a whole.

The study sought not only to determine the extent to which program goals have been achieved and the optimal and organizational design, but also to feed back findings and recommendations and chronicle their impact on program structure and direction.

The study found that job banks are not matching man and job more efficiently than the manual system, nor are they improving service to the disadvantaged, reducing frictional unemployment, or increasing or maintaining overall

ES activity (placements, openings, etc.). Recommendations concerning day-to-day operations were accepted during the course of the study. Policy issues raised by the research were presented to top officials of the Manpower Administration, but action had not been taken on them at the time the report was written.

*NTIS–PB 212690.

REPORTS

3.21
Oklahoma State University of Agriculture and Applied Science, Research Foundation–David W. Stevens, No. 81-38-69-19.

An Experimental Labor Market Information Program to Encourage Self-Initiated Job Search by Selected Registrants with Public Employment Service Offices

NTIS–PB 204594.

3.22
Pennsylvania State University, The–No. 81-40-70-06.

The Management of Manpower Programs in Urban Areas: An Information System

NTIS–PB 210652.

3.23
Yale University–Robert S. Goldfarb and Daniel Hamermesh, No. 91-07-69-48.

A "New" Approach to Local Labor Market Analysis: A Feasibility Study

NTIS–PB 193098.

MANPOWER AGENCY CAPABILITIES

ONGOING PROJECTS

3.24 **BUREAU OF LABOR STATISTICS**
U.S. DEPARTMENT OF LABOR
WASHINGTON, D.C.

AND

INSTITUTE OF PUBLIC ADMINISTRATION
NEW YORK, N.Y.

Contracts 82-11-71-11 and 82-36-71-17
Funded to June 1974

Alan L. Madian, Institute of Public Administration; and George L. Stelluto, Bureau of Labor Statistics

State Salary Comparability Study

This project focuses on the establishment of equitable salaries for State government employees and involves several agencies. The Bureau of Labor Statistics (BLS) has conducted occupational wage surveys in five States–Idaho, Kansas, Kentucky, Ohio, and Tennessee–and in one labor market area comprising three States–Maine, New Hampshire, and Vermont. All the surveys covered the same industries and occupations canvassed by BLS for the National Survey of Professional, Administrative, Technical, and Clerical Pay, which is used for Federal pay comparability purposes, and in Ohio and the tri-State area, hospital and municipal employees and blue-collar workers as well. In addition, the BLS is developing a set of guidelines which will enable States to conduct similar surveys tailored to their specific needs. This part of the project grew out of the realization–after four State surveys had been completed–that no single survey pattern could meet the needs of all States because of variations in economic development and labor force.

Technical assistance in the analysis and use of survey data by State authorities to establish comparability pay lines has been provided by the U.S. Civil Service Commission (CSC) and the Manpower Administration of the Department of Labor. The CSC is responsible for Federal coordination of these types of projects. The Institute of Public Administration is writing a report of the project that will include an analysis of pre-survey salary situations, procedures used in adjusting State salaries, and the circumstances bearing upon utilization of the survey data by State officials and legislatures.

3.25 BUREAU OF SOCIAL SCIENCE RESEARCH, INC.
WASHINGTON, D.C.

Grant 51-11-73-02
Funded to May 15, 1974

Laure M. Sharp

Feasibility Study for the Introduction of Vouchers into the Work Incentive Program

The objectives of this grant are: (1) To determine the feasibility of an experiment in the use of vouchers for the purchase of manpower training services by WIN enrollees (see 3.37); (2) to estimate the administrative costs and benefits of using vouchers in comparison with current WIN practice; and (3) to develop a detailed design for the formal experiment.

The grantee will: (1) Develop operational procedures for a field feasibility test of the use of vouchers, interview WIN staff and 150 enrollees to determine attitudes to voucher use, develop the research design and refine analytical tools for measuring impact and effectiveness of vouchers, and train WIN staff to implement the field test; (2) monitor a field test of vouchers at one WIN site to be selected in phase I; and (3) analyze the results of the field test and corollary research and develop detailed operational and research designs for a formal experimental test of vouchers.

3.26 COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Grant 92-34-70-16
Funded to August 31, 1973

Valerie Jorrin, School of Social Work

An Assessment of the Reciprocal Contribution of Social Work Expertise and Manpower Programing

This grant will explore and delineate the ways in which academic social work expertise and manpower program operations can contribute to and supplement each other's role, function, and goals.

The grantee is operating a laboratory for community programing which will serve as the field placement office (3 days per week) for six to eight graduate students. The laboratory would facilitate the assignment of graduate social work students in State and city manpower components, and on special assignments to the Manpower Administration. At the conclusion of the project, special monographs are to be produced to facilitate use of the project findings by social work schools and manpower agencies.

3.27 U.S. EMPLOYMENT SERVICE U.S. DEPARTMENT OF LABOR
WASHINGTON, D.C.

Contract 20-11-73-17
Funded to October 1, 1973

National Symposium in Observance of the 40th Anniversary of the U.S. Employment Service

A national symposium in Washington, D.C., was held on June 6, 1973, for the 40th anniversary of the Wagner-Peyser Act, which established the U.S. Employment Service. The theme of the symposium was "The Changing Mission of the U.S. Employment Service: Increasing Productivity and Improving the Operation of the Labor Market." Participants included experts in the manpower field.

Proceedings of the symposium are expected to be published during 1973.

3.28 HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Grant 92-25-72-03
Funded to September 15, 1975

Peter B. Doeringer, John F. Kennedy School of Government

Project for Developing Experimental and Demonstration Programs of Training, Research, and Technical Assistance for Manpower Program Administrators

This project is to develop and test the feasibility of various manpower curriculums, instructional formats, and associated research and technical assistance activities directed at the indoctrination, training, and updating of new and existing manpower officials and practitioners. Accomplishments include: A 4-week pilot summer Institute in Manpower Administration for administrators at the Federal, State, and local levels; establishment of two academic-year courses in manpower economics and manpower policy; and supportive educational services to the Department's internal management training programs.

Emphasis will now be placed on: (1) Greater exposure of manpower program staff to the summer Institute; (2) technical assistance in designing, coordinating, and staffing the Manpower Administration's internal staff training activities, particularly with respect to development of curricular materials; (3) developing work-experience internships for students in the academic-year program; (4) improving the design and format of the summer Institute; and (5) providing continued evaluation of the experimental curriculums and regular monitoring of training needs in the Manpower Administration.

3.29 ILLINOIS BUREAU OF EMPLOYMENT SECURITY
CHICAGO, ILL.

Contract 82-15-70-22 and Grant 92-15-69-22
Funded to October 31, 1973

Human Services Manpower Career Center

The Human Services Manpower Career Center was established in July 1969, within the Illinois Bureau of Employment Security, to explore the possible roles for a State employment service agency in stimulating and supporting the recruitment, training, and utilization of manpower for human services occupations. The center was to focus its efforts on the Chicago metropolitan area.

The center has produced a series of monographs on "Manpower for the Human Services": (1) *An Overview of the Work Progress Report*—the origin, objectives, and staff of the center during its first 2 years of operation, and an overview of the monograph series; (2) *Career Systems in State Human Services Agencies*—guidelines for developing and implementing a career-ladder system, based on the Center's work in Illinois human services agencies (mental health, child care, and corrections); (3) *A Core Curriculum for Entry and Middle Level Workers in Human Services Agencies*—primarily for use in a community college, the curriculum covers the general area of human services occupations, specific work fields such as mental health and child development, and actual jobs a worker is expected to perform in a particular setting; (4) *Community Organizations for Allied Health Manpower*—a developmental model for organizing a working coalition of concerned community groups to attack the major problems in allied health manpower planning and development, guidelines for a physician's assistant program, and 25 barriers (and how to overcome them) to effective recruitment, training, and utilization of allied health manpower; (5) *Neighborhood-Based Child Care Services for the Inner City*—a model for providing comprehensive child-care services to disadvantaged inner-city families, and a staffing plan with job descriptions; and (6) *Human Services Generalist Classification Series*—a simplified generalist classification series for human services workers that includes position characteristics, illustrative tasks, and worker training sets.

During the remaining months of the project, the center will be exploring possibilities for carrying forward all or part of its work under permanent auspices in existing or newly emerging manpower agencies in Illinois.

*Report 1: The First Year, December 1970

NTIS–PB 199120.

*Report 2: An Overview of the Work Progress Report

NTIS–PB 209004.

*Report 3: Career Systems in State Human Services Agencies

NTIS–PB 209205.

*Report 4: A Core Curriculum for Entry and Middle Level Workers in Human Services Agencies

NTIS–PB 209206.

*Report 5: Community Organizations for Allied Health Manpower

NTIS–PB 209207.

*Report 6: Neighborhood-Based Child Care Services for the Inner City

NTIS–PB 209208.

*Report 7: Human Services Generalist Classification Series

NTIS–PB 218728.

3.30 MANPOWER SCIENCE SERVICES, INC. ANN ARBOR, MICH.

Grant 92-26-72-33 (formerly Contract 82-24-70-23)
Funded to June 30, 1974

Dr. Jesse Gordon and Dr. Harvey Bertcher

Facilitating Manpower Agencies' Ability to Adopt New Procedures

This represents a continuation of work previously conducted along three tracks.

1. *Staff/Program Development in Manpower Agencies*, the principal activity, is concerned with methods to increase the openness of manpower agencies to innovation in services, increase resources within agencies to create and implement staff and program development activities, and facilitate the decentralization of manpower services through increasing skills for program planning at the local level. In fiscal year 1973, a conceptual basis was developed by an extensive search of social science literature, and practice principles were codified in testing. In fiscal year 1974, prototype training materials are to be drafted and tested in the field.

2. *Group Leadership Techniques* is determining application problems and effectiveness of agency use of training materials developed under the previous contract to prepare manpower agency staff to conduct group work and to encourage diffusion and utilization of such methods.

3. *Simulation-Imitation Audiotapes* is revising materials prepared in earlier work for the Manpower Administration, based on feedback from field trials, and is following up, diffusing, collecting data, and analyzing the utilization of the simulation-imitation materials. It will initiate, in the latter part of fiscal year 1974, literature reviews and field interviews on the self-selection by program participants of employability development activities.

Products of the work accomplished so far are:

Simulation-Imitation Audiotapes: Self-administered course for manpower agency staff members in the use of these techniques for work with program participants. Tapes and a workbook are under revision.

Group Leadership Techniques: Filmed course with workbook for use by manpower agencies. Films, tapes, workbooks, and manuals may be purchased at cost from the grantee, 1808 Hermitage, Ann Arbor, Mich. 48104.

Staff/Program Development: *Role Modeling, Role Playing–A Manual for Vocational Development and Employment Agencies*

*NTIS–PB 199840.

3.31 NORTH CAROLINA MANPOWER DEVELOPMENT CORPORATION

CHAPEL HILL, N.C.

Contract 82-37-71-47
Funded to June 30, 1974

Multiproject Demonstration of Manpower Development

This project is developing and assessing the means by which a State can acquire further capability for the planning and delivery of manpower services. It builds on the contractor's earlier work (see 3.46). It will: (1) Examine the problems and processes of a State in developing methods of managing increasingly decentralized and decategorized manpower programs; (2) determine the scope and character of meaningful public service employment opportunities; (3) develop and analyze the procedures under which preemployment preparation is conducted so as to enhance employability of disadvantaged persons, assure employer participation, and increase institutional responsiveness in conducting such employment preparation; and (4) provide assessment and analysis on manpower matters as requested.

3.32 OFFICE OF ECONOMIC OPPORTUNITY

WASHINGTON, D.C.

Contract 82-11-71-13
Funded to September 30, 1974

Model Urban Indian Centers

Multiagency support is administered by the Office of Economic Opportunity to test a comprehensive approach, through four model urban Indian centers, to meeting the special problems of Indians living in urban areas. The pilot centers are to try to meet human service needs and to develop approaches and techniques to serve as prototypes for other centers. The pilot centers are to be located in Minneapolis, Minn.; Los Angeles, Calif.; Fairbanks, Alaska; and Gallup, N.M. A central project staff is to provide technical assistance and information exchange for the centers and review the project activities for the Interagency Project Review Board, consisting of representative Indian people and of the funding agencies (Department of Labor, Department of Housing and Urban Development, Office of Education and Social and Rehabilitation Service of the Department of Health, Education, and Welfare, and the Office of Economic Opportunity).

3.33 PEOPLE TO PEOPLE COMMITTEE FOR THE HANDICAPPED

WASHINGTON, D.C.

Contract 82-11-71-23
Funded to June 6, 1974

Project Volunteer-Power

This is a demonstration project to test whether, how, and to what extent the voluntary power of women's and other organizations can be engaged fruitfully to supplement established methods of meeting the needs of the handicapped for employment and independent living.

Operating in three cities, the contractor is assessing each city's needs for services (of the type volunteers might capably perform) to enhance employment opportunities for the handicapped, developing local plans of action, and enlisting the assistance of local voluntary organizations in carrying out the plans.

3.34 PURDUE RESEARCH FOUNDATION
LAFAYETTE, IND.

Grant 92-18-72-08
Funded to February 14, 1974

Dr. Joseph C. Ullman, School of Industrial Management

The Effect of Executive Order 11598 on the Labor Market Performance of the Employment Service

This is a study of how Executive Order 11598, which requires Federal agencies and most Federal contractors to list most job openings with the employment service (ES), affects ES capability to provide needed services to applicants. It is investigating the impact of the order on the number and nature of job openings listed with the ES; the number and nature of job referrals and placements by the ES; and the timing of these effects.

The study is analyzing employer experience as well as ES operations in six States. It is designed to compare a representative sample of establishments covered with a control sample of those not covered. ES staff and a sample of employers will be interviewed, and job listings and placements before and after initiation of the mandatory listing requirements will be compared.

3.35 UTAH STATE UNIVERSITY
LOGAN, UTAH

Grant 92-49-72-24
Funded to September 30, 1974

Dr. Gary B. Hansen, Economic Research Center

Pilot Manpower Training Advisory Service for Employers

This study is exploring whether employers would accept manpower development diagnostic and advisory services provided by a small staff under the auspices of a university.

The grantee has established an advisory body to help in the identification of industry groups and localities in which discussions of employer interest and project exploration will concentrate. During the initial phase, the interests of selected employers in technical guidance and assistance are being determined through an assessment of their current manpower development objectives and practices in relation to the services the project can provide. The grantee will then develop specifications for: (1) The types of firms with which it will seek to work; (2) the types of manpower development problems on which it will seek to focus; and (3) the types of diagnostic and advisory services it will offer.

During the second phase, the grantee will work with the specified firms or industries to diagnose their manpower needs and to provide services directed toward those needs. It will concentrate on developing specific case experiences and criteria for the identification of employer situations and needs for which diagnostic and technical aid from a small university-based staff is appropriate and feasible, as contrasted with those types of employer situations and needs for which other or more extensive technical aid is required.

COMPLETED PROJECTS

3.36 B AND C ASSOCIATES, INC.
• HIGH POINT, N.C.

Contract 20-37-73-15

Robert J. Brown, Project Director

A Study of Black Colleges to Determine Their Capability to Deal with the Problems of Unemployment, Underemployment, and Job Training

This project surveyed 12 black colleges to determine the interest and capabilities of these schools to aid the communities in which they are located to alleviate problems of minority unemployment, underemployment, job training, and welfare dependency. The contractor interviewed presidents of the colleges, faculty, students, and community leaders. He also reviewed reports assessing each college's physical facilities and other relevant information.

*NTIS–PB 222814 ($3.75; mf $1.45).

3.37 THE BROOKINGS INSTITUTION
• WASHINGTON, D.C.

Grant 92-11-72-20

Dr. Leonard H. Goodwin

Design of a Demonstration Project to Test the Use of a Voucher System

This study developed the major parameters and design elements of a research and demonstration project, the focus of which will be the use of a voucher system by Work Incentive (WIN) Program enrollees for the purchase of vocation-related training.

The grantee reviewed available concept papers and related documents and interviewed manpower program administrators, operating staffs, and officials at local levels to identify the objectives and major questions to be addressed in the design of a voucher experiment. A feasibility test of the design will be undertaken before it is used (see 3.25).

3.38 CALIFORNIA STATE ASSEMBLY OFFICE OF RESEARCH
• SACRAMENTO, CALIF.

Contract 82-05-70-25

Bruce Ogden

Experimental Analysis of California's Job Agent System

This project assessed the effectiveness of California's "job agents" (the unique personnel resource and manpower function established by the State's 1968 comprehensive manpower legislation) in meeting the needs of disadvantaged persons who are not job ready and require intensive services to develop their employment potential and find jobs. It examined the work of 140 job agents at eight multiservice centers of California's Department of Human Resources Development. Data were collected and analyzed on: The job agents–their attitudes, styles of operation, activities, and results of activities; the centers–the environment in which the job agent operated, the resources available to the job agent, and the job agent's clients; and client characteristics–the services they received, the outcomes of their training, and job placement.

In addition, the project analyzed the problems confronting the State employment service in meeting the requirements of the new comprehensive manpower system and its efforts to solve these problems.

Several recommendations were made to policymaking bodies interested in manpower and employment.

*An Attempt to Change a Department of State Government Through Legislation: The California Job Agent Program

NTIS.

3.39 GREENLEIGH ASSOCIATES, INC.
• NEW YORK, N.Y.

Contract 82-36-71-43

Wilbur E. Hobbs

A Demonstration for the Improvement of Employer Services in the State Employment Services

This 2-year project, conducted at four locations each in Pennsylvania and Illinois, was intended to demonstrate an appreciable increase in the quantity and quality of job orders and placements through local employment service (ES) offices. The major emphasis was placed on establishing and maintaining effective relationships with employers by offering increased employer services, and thereby inducing employers to use ES offices for all job openings.

At each of the eight locations, it was found that a strong program to improve employer services should include the organization of ad hoc committees of representative employers. These committees would define employer needs and point out deficiencies in the services of local ES offices, which would then be reorganized to comply with their recommendations.

*Report on Employer Services Improvement Project in Illinois and Pennsylvania, by Hazel S. McCalley, Walter Hewett, III, and Wilbur E. Hobbs

NTIS–PB 221750 ($12).

3.40 MICHIGAN EMPLOYMENT SECURITY COMMISSION

- DETROIT, MICH.

Contract 82-26-71-41

Testing of Various Methodologies for Increasing Job Listings

This 20-month action-research project was started in July 1971 because of the concern of the U.S. Employment Service over a serious decline in job openings and placements by local employment service (ES) offices. The prime contractor, with the assistance of Applied Behavioral Research, Inc., the subcontractor, was assigned to develop a manpower demonstration project in Grand Rapids which would provide guidelines for effective employer services programs elsewhere in Michigan and outside.

Activity centered on two areas: (1) Program development, involving a new method of selecting employer advisory committees, a new employer information and coordination system, and better public relations; and (2) organizational development to increase the effectiveness of the local office's manpower, to create and train an employer services unit, to design a management improvement program, to train other local ES staff, and to provide guidelines for future actions.

Toward the end of the project several workshops and seminars were conducted, and the actions recommended at these have been implemented in other parts of Michigan.

*Employer Services Activities and Manpower Policy, a monograph by Edward J. Giblin and Louis L. Levine

NTIS–PB 211993.

*Final Report–Vol. 1: Achieving Manpower Goals Through More Effective Employer Services Programs, by Edward J. Giblin and Louis L. Levine

NTIS–PB 220165 ($6.75).

*Final Report–Vol. 2: Guidelines for Installing and Maintaining an Effective Employer Services Program Locally, by Louis L. Levine, Edward J. Giblin, and Lawrence W. Hawkins

NTIS–PB 220166 ($5.45).

REPORTS

3.41

Bureau of Social Science Research, Inc.–Laure M. Sharp and Gene B. Petersen, No. 82-11-71-06.

Staffing in Manpower Training Programs; A Report from the National Inventory of Manpower Programs

NTIS–PB 214169 ($6.75).

3.42

Council on Social Work Education–No. 92-34-70-13.

The Development of a Source Book on Manpower for Use by Social Workers

NTIS–PB 209241.

Manpower and Employment: A Source Book for Social Workers

NTIS–PB 220823 ($6.50).

3.43
Derryck Associates, Inc.–Dennis A. Derryck and Richard Leyes, No. 81-34-70-23.

Modernizing Selection and Promotion Processes in the State Employment Service

NTIS–PB 200454.

3.44
Houston, University of–J. Earl Williams, No. 82 46-67-15.

1. The University and Manpower Educational Services: An Experimental and Demonstration Project

NTIS–PB 202116.

2. Guidelines for the Development of Manpower Educational Services in the University

NTIS–PB 206533.

3.45
Illinois, University of, Urbana-Champaign–Melvin Rothbaum and Walter Franke, No. 81-15-69-07.

Development of a Model University Human Resources Program

NTIS–PB 202817.

3.46
North Carolina Manpower Development Corporation–No. 82-35-70-01.

Demonstration of Manpower Development Centers in North Carolina Communities

NTIS–PB 201161 (vol. I); PB 201162 (vol. II–Statistical and Appendix Materials).

3.47
Rutgers–The State University–Ina Sullivan, No. 92-34-70-14.

Short-Term Training Program for WIN and Public Welfare Personnel

NTIS–PB 211803.

3.48
Wayne State University–Gloria Cowan, No. 51-24-70-07.

Staff Attitudes and Success of the WIN Program: A Report on Phase I Results

NTIS–PB 205988.

RESEARCH AND DEVELOPMENT, EVALUATION, AND PLANNING

ONGOING PROJECTS

3.49 U.S. ATOMIC ENERGY COMMISSION OAK RIDGE, TENN.

Contract 20-47-73-18 (formerly 82-45-66-100, 82-45-69-09, and 82-47-72-05)
Funded to March 15, 1974

Wendell Russell, Oak Ridge Associated Universities

Training and Technology

The project is administered by the U.S. Atomic Energy Commission (AEC) under a subcontract with the Oak Ridge Associated Universities (ORAU) and the Nuclear Division of Union Carbide Corporation at Oak Ridge, Tenn. From 1966 to 1968, the major focus of the experimental and demonstration project was the design and administration of the Training and Technology (TAT) program. TAT is designed to train unemployed and underemployed residents of Appalachia in highly paid, shortage skills with the cooperation of the AEC, a major industrial employer, universities, organized labor, and employment service agencies. The project demonstrated that disadvantaged persons could be trained and placed in highly paid jobs.

The training component is now operating without research and development (R&D) funds. The contractor conducts research and development activities aimed at a wider spread of the Government-contractor training approach; at analysis of the ongoing training program which serves AEC, the Appalachian Regional Commission, Concentrated Employment Programs in Nashville and Chattanooga, and the Work Incentive (WIN) Program; and at developing tie-ins with other human resources programs in the Appalachian area.

During 1972-73, research and development activities have centered on three components: (1) Upgrading in an industrial setting; (2) manpower experimentation program; and (3) post-placement survey of project graduates.

The upgrading part of the project is assessing existing industrial upgrading practices, developing and applying methods to improve upgrading results, and working for utilization of proven strategies to improve upgrading actions and results in the U.S. Atomic Energy industrial plant system at Oak Ridge. This component will be completed July 31, 1973.

The objectives of the manpower experimentation component are divided into three areas of equal effort and priority: (1) Continued efforts to get full involvement of AEC contractors for application of manpower development and training findings of earlier AEC/U.S. Department of Labor projects; (2) an analytical assessment of the earlier projects for consideration of issues and new pathways for wider utilization of the demonstrated findings; and (3) establishment of a strong and effective experimentation activity to provide operational flexibility, professional talent, and management skills capable of accomplishing a wide variety of needed manpower development work in a large industrial setting.

The third component resulted from considerable interest and concern about followup and final placement of participants in the training program. A 9-month survey was conducted to collect data and prepare a report on the postplacement experience of about 600 graduates of the TAT program during 1971-72.

In 1973-74, the project will continue to explore the practicalities of developing additional industrial training programs elsewhere, based on the TAT-AEC-Union Carbide Corporation model at Oak Ridge (that is, use of an industrial facility for intensive training of unskilled persons in several high-skill occupations, with subsequent placement at high wages in local or neighboring communities). Efforts will be made to develop at least one such program, with particular attention to how it might be financed and conducted under decentralized manpower programing. This emphasis stems from the need to seek procedural and financial ways of enabling use and support of the training program by localities, specific programs, and employers who could not obtain such training in the absence of further Federal funding of the TAT training facility.

Other R&D activities will be to: (1) Develop further the Regional Utilization Network (RUN), which is exploring, as the decentralization of manpower programs progresses, how selected R&D findings or other information could be distributed more effectively to likely local users through an "informal" dissemination interchange system; (2) refine the pilot links in the TAT program to link high school and industrial training; and (3) conduct several studies of specific aspects of TAT operations and impact.

*1. Upgrading—Report of Phase I, Part I, Analysis of Upgrading Practices in an Industrial Setting

*2. Training and Technology, 1970 Annual Report

NTIS–PB 200652.

*3. Training and Technology, 1972 Annual Report and Statistical Supplement

*4. Training and Technology, Post-Placement Followup

*5. Training and Technology (An Experiment in Using Resources of Modern Industry to Train for High Level Technical Jobs), Phase I

NTIS–PB 199518.

*6. A Model for Training the Disadvantaged: TAT at Oak Ridge, Tenn., by Mary Davies, MA Office of Research and Development

MA–Manpower Research Monograph No. 29 (GPO, 1973).

3.50 CENTER FOR GOVERNMENTAL STUDIES
WASHINGTON D.C.

Grant 21-11-73-44
Funded to October 15, 1973

Everett Crawford

An Analysis of the Pilot Comprehensive Manpower Programs

This project will analyze the formation and operation of pilot Comprehensive Manpower Programs (CMP) and examine the implications for designing similar programs under manpower revenue sharing. It will test the assumption on which CMP is based, particularly those relating to local organization structure, designation of service areas, size of population to be served, ability of State and local governments to plan and administer the programs, data collection, recordkeeping, and reporting arrangements.

3.51 COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Grant 21-36-73-37
Funded to June 30, 1974

Dr. Eli Ginzberg, Director, Conservation of Human Resources Project

Manpower and Metropolis: A Research Strategy Seminar

A seminar planned for November 1973 will develop guidelines for research on manpower problems resulting from the suburbanization of the economy and the labor market. Participants will include scholars and researchers from universities and planning agencies; representatives from government, industry, trade, and minority organizations; and the staff of the Conservation of Human Resources Project, Columbia University.

3.52 HUMAN INTERACTION RESEARCH INSTITUTE
LOS ANGELES, CALIF.

Grant 92-06-72-27
Funded to September 30, 1973

Dr. Edward M. Glaser and Dr. Harvey Ross

A Project to Facilitate the Utilization of Selected Manpower R&D Findings and to Experiment with Management-Worker Collaboration in Job Structuring

This grant calls for activities and recommendations to promote the fuller utilization of the findings of selected research and development projects. The grantee is also assisting a cooperating company in developing a structure that includes increased worker participation in work planning at a new facility. The outcome will be compared with the experience at another facility of the same company producing the same product in a conventional work structure.

The utilization activities will cover: (1) Preparation of a synthesis-analysis of what has been learned about the individualization of manpower programing for disadvantaged persons; (2) assistance to the California State Personnel Board in building into its Transitional Employment Experimental Model (TEEM) project the procedures and data collection on which to base the utilization of its findings (see 1.134); and (3) assistance to the Training and Technology project in Oak Ridge, Tenn. (see 3.49) in developing a regional utilization network in cooperation with the Atlanta regional office of the Manpower Administration and other R&D projects.

3.53 MANPOWER MANAGEMENT INSTITUTE
WASHINGTON, D.C.

Grant 21-11-73-40
Funded to October 31, 1973

Michael Wilson

Job Analysis in Manpower Programing Research and Development: A Review and Analysis

This project aims to produce a "state-of-the-art" document or monograph reviewing and analyzing job analysis procedures undertaken in Manpower Administration-funded research and development projects. The focus of the review and analysis will be the synthesis of project findings and the examination of the relative effectiveness of job analysis procedures when applied to such areas as job restructuring, career-ladder development, training program development, job matching, and related activities of concern to the Manpower Administration.

An extensive literature review, supplemented by selected onsite visits and personal interviews with researchers, project directors, and program managers, will be made, and a 1-day seminar of researchers and practitioners will be conducted to refine the first draft of the monograph.

3.54 UNIVERSITY OF MARYLAND
COLLEGE PARK, MD.

Grant 21-24-73-21
Funded to August 31, 1973

Dr. Bradley R. Schiller, Assistant Professor of Economics

Discrimination in Training Programs

This research project is attempting to establish models and procedures to identify and measure discrimination existing within the context of federally supported manpower training programs. It will utilize data relating to the Work Incentive (WIN) Program, and will apply the models and procedures to the WIN Program.

The researcher will: (1) Undertake a comprehensive review of earlier work on models and measures of discrimination; (2) formulate acceptable estimation methods; (3) apply the methods developed to data gathered on WIN enrollees to formulate empirical estimates of the different relationships in the discrimination model and the degree, if any, to which WIN enrollees are discriminated against in training programs; and (4) recommend appropriate models and procedures for identifying discriminatory practices in other manpower training programs.

3.55 MICHIGAN STATE UNIVERSITY
EAST LANSING, MICH.

Grant 21-26-73-52 (formerly Contract 82-26-71-44)
Funded to June 30, 1974

Dr. Collette Helen Moser, Department of Agricultural Economics

Rural Manpower Policy Research Group

The Rural Manpower Policy Research Group is a multidisciplinary group whose members have extensive experience with labor force problems in rural areas and with manpower agencies serving rural populations. The group was established to provide the Department of Labor with research, analytical assistance, and consultation in the formulation of policies and programs for the delivery of rural manpower services. A related objective was to bring ongoing and future rural manpower research into sharper policy focus by facilitating the interaction between research designers and program planners through seminars and conferences.

To date two conferences have been held. In the first of these (February 1972, at Michigan

State University), problems of labor market information for rural areas were explored. Since existing concepts are based primarily on the urban labor force, serious technical difficulties are encountered in attempting to delineate rural situations. For example, underemployment is a much more significant factor here than in urban settings.

The second conference (December 1972, at Austin, Tex.) was especially timely, since it took place just after passage of the Rural Development Act. A major focus of the discussions was on achieving recognition of relevant manpower issues in carrying out provisions of the act.

In addition to the above, the group provides reviews of research findings in the area of rural manpower, prepares policy papers, and furnishes consultative services to the Department of Labor in its efforts to improve manpower activities in rural areas.

*Labor Market Information in Rural Areas (Proceedings of a Conference, February 22-23, 1972)

NTIS–PB 218796.

*Manpower Planning for Jobs in Rural America (Proceedings of a Conference, December 14-15, 1972, Sponsored by the Center for Rural Manpower and Public Affairs, Michigan State University, East Lansing, Mich. 48823. Program and Proceedings Design: Collette Helen Moser)

NTIS–PB 220827 ($5.50).

3.56 NATIONAL ACADEMY OF SCIENCES WASHINGTON, D.C.

Grant 92-11-72-21
Funded to November 30, 1973

Dr. Henry David, Division of Behavioral Sciences

Assessment of Experimental Manpower Laboratories

The objectives of this grant are: (1) To develop and apply criteria for assessing the work of the "Experimental Manpower Laboratories" (EML) supported by the Office of Research and Development (ORD) and other projects with similar functions; (2) to inform ORD of findings as a result of assessing specific EML activities; and (3) to advise ORD on the ways in which the EML concept can be better operationalized to realize the stated goals of the research and development program within the context of present and future manpower policies.

The professional staff of the grantee, supported by a 12-man, interdisciplinary advisory committee (including a representative of the National Manpower Advisory Committee), will make onsite visits and report on four Experimental Manpower Laboratories and other EML-type projects, including: Mobilization for Youth (Lower East Side, New York City); Colorado State University (Denver area); Rehabilitation Research Foundation (Elmore, Ala.); The University of Michigan (Ann Arbor); Training and Technology (Atomic Energy installation at Oak Ridge, Tenn.); and North Carolina Manpower Development Corporation (Chapel Hill) (see 1.73, 1.173, 1.37, 3.65, 3.49 and 3.31, respectively). Special investigations will be made by the advisory committee staff as needed.

3.57 NATIONAL ACADEMY OF SCIENCES WASHINGTON, D.C.

Grant 21-11-73-31
Funded to February 28, 1975

Dr. Henry David, Division of Behavioral Sciences

Committee on Department of Labor Manpower Research and Development

This project will set up a 15-member multidisciplinary committee to review and assess the Manpower Administration's research and development (R&D) program from its inception under the Manpower Development and Training Act of 1962.

The committee will consider: (1) The quality of the researchers and the research capabilities supported; (2) their contribution, compared with the contribution of research funded from other sources, to knowledge in the manpower field; (3) the potential for practical application of R&D project findings; (4) the ways in which such findings have been or could be utilized and by whom; (5) the relevance of R&D projects to national manpower policies and programs; (6) the effects of R&D projects upon the education and training, the supply, and the demand for researchers in the manpower field, as well as upon the growth and characteristics of research facilities.

Upon completion of its review and assessment, the committee will prepare a final report in which it will consider how the Department could improve and strengthen its R&D effort, and will make recommendations concerning policies, programs, and funding patterns.

3.58 UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

Grant 21-42-73-20
Funded to December 25, 1973

Herbert R. Northrup, The Wharton School of Finance and Commerce

Impact of Manpower Training Programs on Minorities and Women

The study will assess the impact of manpower training programs on minorities by race and sex. The researcher will examine the various types of programs to determine, for example, whether some had a more favorable impact on minorities than others, and whether they produced superior results for minorities and women than they had for the majority groups.

The researcher will: (1) Review available data and studies which have been made including, for example, case studies, research and evaluation reports, studies made by government agencies and by other sources; and (2) review all of the relevant program operating statistics.

3.59 E.F. SHELLEY AND COMPANY, INC.
WASHINGTON, D.C.

Contract 20-36-73-27
Funded to September 15, 1973

David Moses, Senior Systems Analyst

A Study of Research and Development Information Storage and Retrieval Requirements

This study is exploring how the Manpower Administration's Office of Research and Development (ORD) can establish a cost-effective system for storing, retrieving, and disseminating to potential users the body of information that flows from the ORD program. It will investigate the possibility of using automated data processing techniques to create, maintain, and manipulate a cumulative index of the data, specify the level of detail to be included in the data base, and consider the retrieval capability needed to meet ORD's and users' prospective needs. Existing staff resources and available data processing systems will be prime considerations in the design of the system.

3.60 UNIVERSITY OF WISCONSIN-MADISON
MADISON, WIS.

Grant 21-55-73-15
Funded to August 20, 1973

Gerald G. Somers, Industrial Relations Research Institute

An Evaluation of the Effects of Training Programs in the United States Based Upon the National Longitudinal Surveys

The principal objective of this project is to evaluate the effects of enrollment in manpower programs on the employment, income, social status, and attitudes of enrollees as compared with a control group of nonenrollees.

The main source of information will be men and women aged 14 to 24 included in the national longitudinal surveys being conducted by The Ohio State University's Center for Human Resource Research in collaboration with the U.S. Bureau of the Census (see 4.25). Women aged 30 to 44 and men aged 45 to 59 will also be covered if sample size permits. Respondents in these surveys who have been in manpower programs will be identified by matching Social Security numbers in the national longitudinal surveys and Department of Labor records. The effects of enrollment in programs will be analyzed by comparing the national longitudinal survey data on enrollees with those on nonenrollees. The evaluation will include regression analysis and cross-classifications and will cover social and attitudinal as well as economic variables.

COMPLETED PROJECTS

3.61 AMERICAN VOCATIONAL ASSOCIATION

• WASHINGTON, D.C.

Contract 82-11-71-37

Lowell A. Burkett

Translating Manpower Research and Development Findings into Action in Vocational Education

This 2-year project sought: (1) To stimulate vocational educators to use the findings of manpower research and development projects; and (2) to devise an effective technique for reaching this audience through a special section in each issue of the *American Vocational Journal*. During the first year, the section consisted of a series of short semitechnical summaries of project findings, a column of commentary by the editor of the section, and an extensive bibliography. In the second year, the section in each issue concentrated on one subject or project, selected by a five-member panel of vocational educators and presented in journalistic style, sometimes using information gathered by the editor on project visits to supplement written reports. Difficulties in obtaining feedback from a representative group of readers prevented a conclusive evaluation of the relative merits of the two approaches.

3.62 THE UNIVERSITY OF ARIZONA

• TUCSON, ARIZ.

Contract 82-04-71-27

Lawrence R. Klein, Bureau of Economic and Business Research

Expanding the Benefits of Completed Manpower Research Products

The objective of this project was to see if an interdisciplinary group of graduate students, working under the direction of a labor economist with editorial experience, could adapt research studies prepared for the Manpower Administration to broader uses, particularly among planners and administrators. Some of the products are listed below; others are still being prepared for publication.

The results demonstrated that success depends on: (1) Care in selecting students; (2) operation in or adjacent to a university with a good manpower center or institute; (3) a director conversant with both manpower policy and editorial requirements; and (4) liaison between the project staff and the Manpower Administration in selecting research studies.

One useful by-product was a set of guidelines for manpower researchers, based on observations of the methods, analyses, and writing employed in the scores of research reports reviewed during the course of the experiment.

*Baker's Dozen: Abstracts of 13 Doctoral Dissertations Completed Under Manpower Administration Grants

MA–Manpower Research Monograph No. 27 (GPO, 1973).

*Expanding the Benefits of Manpower Research, Final Report of the Project Director

NTIS.

*Meeting Health Manpower Needs Through More Effective Use of Allied Health Workers

MA–Manpower Research Monograph No. 25 (GPO, 1973, $.35).

*Septet: Abstracts of Seven Doctoral Dissertations Completed Under Manpower Administration Grants

MA–Manpower Research Monograph (Forthcoming).

3.63 HUMAN RESOURCES RESEARCH ORGANIZATION

- ALEXANDRIA, VA.

Grant 92-51-72-15

Dr. T. R. Wilson

Study of Exemplary Rehabilitation Certificate Program

This study investigated how much an ex-serviceman with less than an honorable or general discharge from the Armed Forces benefits in getting and keeping a job when he earns an Exemplary Rehabilitation Certificate (ERC) attesting to good conduct for the preceding 3 years. Its objective was to find out how the ERC program, authorized by Public Law 89-690 and administered by the Department of Labor, could be more beneficial to users.

All 700 ERC holders and a sample of those who inquired about the ERC program but did not apply were surveyed by mail. A few interviews were also conducted with employers, program administrators, employment service personnel, men recently discharged with a general or other than honorable discharge, and representatives of organizations assisting veterans.

The conclusions were that holders of the ERC have obtained few benefits in seeking and retaining employment. The ERC apparently brings no special job counseling, and holders are frequently reluctant to show it to employers. The program is generally unknown to employers and employment service personnel. Applying for an ERC can subject the ex-serviceman to embarrassment and may even damage his reputation in his community. Ex-servicemen often misinterpret the object of the ERC, hoping it will help them get a revised discharge. Only 11 percent of ERC holders reported that the certificate had helped them get a job.

*Employment Assistance to Ex-Servicemen with Other than Honorable Discharges: A Study of the Department of Labor's Exemplary Rehabilitation Certificate Program, by Thurlow R. Wilson, Robert M. Madsen, and John A. Richards

NTIS–PB 220314.

3.64 INTERNATIONAL MANPOWER INSTITUTE U.S. DEPARTMENT OF LABOR

- WASHINGTON, D.C.

Contract 20-11-73-14

Edgar C. McVoy and James E. MacDonald

Proceedings of the Pilot Area Manpower Planning Seminar

This project covered a workshop held January 29 to February 2, 1973, as an experimental training session for State and local manpower planners to explore approaches and methods of area manpower planning applicable to States, counties, and cities.

Papers were presented on the role of manpower planning, the labor market in which manpower programs operate, the expanding role of the manpower planner, information needs for effective planning, the status of manpower revenue sharing, and the environment and perspective of manpower planning. Also included were two planning exercise sessions enabling participants to plan real data for real areas, and a final session devoted to evaluation of the seminar.

3.65 THE UNIVERSITY OF MICHIGAN

● ANN ARBOR, MICH.

Contract 82-24-69-47

Dr. Jesse Gordon and Dr. Louis A. Ferman, Institute of Labor and Industrial Relations and School of Social Work

Program for Information on Manpower Services

This experimental manpower laboratory, organized by The University of Michigan/Wayne State University Institute of Labor and Industrial Relations (ILIR) and The University of Michigan School of Social Work, combined social science knowledge and manpower program experience to produce information useful in planning and conducting manpower programs for the disadvantaged.

In its first year the project retrieved the experience and lessons of the JOBS-NOW project in Chicago (see 1.207) and two Concentrated Employment Program (CEP) offices in Los Angeles. The retrieval methods used were subsequently applied in several manpower agencies in Cleveland to develop a capability that could provide the basis for self-assessment and improvement. Concurrently with the JOBS-NOW and Los Angeles CEP retrieval activities, a study was made of manpower agencies in a number of cities which had extensive relations with employers, in order to extract principles for the guidance of such relationships.

Questionnaires were supplemented by the collection of critical incidents and onsite observations. The results were analyzed by computer and reported in a series of five handbooks that could be used as textbooks for training manpower agency staffs. Following are brief descriptions of these handbooks:

Placement and After: A Manual for Coaches and Other Employment Workers is a how-to-do-it guide for use with disadvantaged persons who have been or are about to be placed in jobs. Seven of the most common problems are analyzed in terms of objectives, strategies, and resources available to the coach.

Handbook of Information Relevant to Manpower Agencies covers three areas: internal agency structure and operations, agency-company relations, and agency-enrollee relations. It was developed primarily for administrators, supervisory staffs, and agency staff training.

Agency-Company Relationships in Manpower Operations for the Hard-to-Employ is an amalgam of concepts from social science literature, company officials, agency personnel, and the project staff. It specifies what the authors consider the best practice, and explains why some procedures are more desirable than others.

A Compendium of Information Relevant to Manpower Agencies presents the conceptual framework that underlay the data collection and analysis performed by the project. It is intended for researchers and evaluators.

Overview of the Experiences of the ILIR Manpower Laboratory is an analytical model for an experimental manpower laboratory.

*Placement and After: A Manual for Coaches and Other Employment Workers, by Jesse Gordon and John C. Erfurt

NTIS–PB 203592.

*Handbook of Information Relevant to Manpower Agencies: A Compilation of Practice Principles and Strategies for Manpower Operations, by John C. Erfurt, Louis A. Ferman, and Patricia A. Strauch

NTIS–PB 214394 ($10.60).

*Agency-Company Relationships in Manpower Operations for the Hard-to-Employ, by Louis A. Ferman and Roger Manela

NTIS–PB 221325 ($9).

*A Compendium of Information Relevant to Manpower Agencies, by John C. Erfurt

NTIS–PB 214652 ($6).

*Overview of the Experiences of the ILIR Manpower Laboratory: The Development of a Model Approach to the Retrieval, Dissemination, and Utilization of Information on Manpower Operations, by Louis A. Ferman and John C. Erfurt

NTIS–PB 214303.

3.66 THE UNIVERSITY OF MICHIGAN
• ANN ARBOR, MICH.

Contract 82-26-72-04

Dr. Ronald G. Havelock and Dr. David A. Lingwood, Center for Research on the Utilization of Scientific Knowledge, Institute for Social Research

Exploratory Case Studies of Intersystem Linkage and Research Utilization

This project: (1) Examined and described the assumptions and strategies of four Federal agencies with regard to the dissemination and utilization of research and development findings; (2) assessed and compared perceptions of actual communication patterns and impact from diverse perspectives of sponsors, researchers, and users; and (3) created an opportunity for interagency reflection and analysis about these policies and their effects. The four agencies examined were: Division of Research and Development Utilization, Manpower Administration; National Center for Educational Communication, Office of Education; Research Utilization Branch, Social and Rehabilitation Service; and Mental Health Services Development Branch, National Institute on Mental Health. The contractor gathered information from research sponsor, research producer, dissemination agency, and user systems in each of the four agencies and held small conferences involving two of these four subsystems. The findings for each agency were summarized and fed back to each agency individually. The contractor conceptualized and contrasted the findings across the four agencies, discussing how policies relate to practices, and citing ideas that worked well. This information was fed back to all agencies simultaneously. At the same time the findings were integrated in the planning of a subsequent quantitative research project. Throughout the process, the contractor reported findings and progress to an interagency group of members from the four participating agencies. A final report is being prepared.

REPORTS

3.67

Arizona State University–No. 43-8-014-13.

Participant-Observer Methodology

NTIS–PB 201217.

3.68

Brookings Institution, The–No. 51-11-72-01.

Conference on Manpower Services for the Welfare Poor: Summary of Findings and Discussion

NTIS–PB 210334.

3.69

Michigan State University–Michael E. Borus, No. 91-24-66-30.

Research to Demonstrate the Uses of Unemployment Insurance Wage Reports

"A Benefit-Cost Analysis of the Neighborhood Youth Corps: The Out-of-School Program in Indiana," *The Journal of Human Resources*, Spring 1970, pp. 139-159; "Response Error and Questioning Technique in Surveys of Earnings Information," *Journal of the American Statistical Association*, June 1970, pp. 566-575; "Using Unemployment Insurance Wage Reports as a Data Service," *Monthly Labor Review*, July 1970, pp. 66-68.

3.70

New York University–No. 51-36-71-04.

A Feasibility Study of the Impact of Manpower Placement and Training Programs on Low-Wage Industries and Occupations

NTIS–PB 206884.

3.71
New York University–David Rogers and Roslyn Menzel, No. 81-34-69-16.

Interorganizational Relations and Inner-City Manpower Programs

NTIS–PB 211085 ($6).

3.72
Planning Research Corp.–Norman Jones and others, No. 81-05-68-06.

1. A Model for Manpower Training Evaluation

NTIS–PB 201102.

2. Social Security Data: An Aid to Manpower Program Evaluation

NTIS–PB 200455.

3.73
Utah, University of–No. 82-49-71-20.

Proceedings of National Conference on State and Local Manpower Planning, April 28-30, 1971, Salt Lake City, Utah

NTIS–PB 212199.

3.74
Wisconsin, The University of–No. 92-53-70-04.

Interagency Cooperation and Institutional Change

NTIS–PB 199511.

4. THE LABOR MARKET

LABOR FORCE, LABOR MARKET, AND LABOR REQUIREMENTS

General

ONGOING PROJECTS

4.1 BUREAU OF LABOR STATISTICS
U.S. DEPARTMENT OF LABOR
WASHINGTON, D.C.

Contract 20-11-73-04
Funded to September 1973

Sophia C. Travis, Division of Labor Force Studies

Job Search Survey

This study is examining jobhunting methods to find out which are the most effective. Questions cover both the intensity and extent of the job search. Data were collected in connection with the January 1973 Current Population Survey, from people who started their current jobs in the preceding 12 months.

4.2 UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Grant 91-05-70-37
Scheduled for completion in FY 1974

Dr. Robert E. Hall, Institute of Industrial Relations

Exploratory Empirical Research on the Pathology of Secondary Labor Markets

This study is estimating the impact of protective institutions and measures (such as labor unions, professional and occupational licensing standards, and formal educational requirements for white-collar jobs) on relative wages and on the secondary labor force (workers other than adult, male heads of households). It is testing the hypothesis that a chronic excess of workers in the labor market can be attributed to the desire of secondary workers for the high-wage protected jobs from which they are excluded regardless of qualifications, and is a basic cause of the unsatisfactory functioning of secondary labor markets.

The 1966-67 Survey of Economic Opportunity is the basic data source for this project.

4.3 THE UNIVERSITY OF CHICAGO
CHICAGO, ILL.

Grant 91-17-72-32
Scheduled for completion December 1973

Dr. Robert J. Flanagan, Graduate School of Business

Labor Turnover, Racial Unemployment Differentials, and the Dual Labor Market Hypothesis

The objectives of this research are: (1) To determine the extent to which the weekly flow of new unemployment is attributable to voluntary turnover (quits, labor force entry or reentry) and involuntary turnover (layoffs); (2) to analyze the determinants of voluntary and involuntary labor turnover, with emphasis on racial differences in turnover behavior; and (3) to compare racial differences in turnover behavior with racial differences in the determinants of unemployment duration.

The researcher is attempting to ascertain whether the turnover flows for each race are influenced primarily by such variables as previous wage rates, acceptance wage, and training, or by the existence of a dual labor market, with one group of jobs characterized by high wages, full-time, year-round employment, substantial promotion opportunities, and thus low quit rates, while the other's characteristics are opposite. If the dual labor market concept appears valid, the researcher will consider why there is no mobility between the two markets and whether discrimination or skill deficiencies form the barrier between them. The study utilizes longitudinal data from The Ohio State University's national study of labor force behavior (see 4.25).

4.4 COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Grant 21-36-73-51 (formerly Grant 21-36-73-04 and Contract 81-36-71-01)
Funded to June 30, 1974

Dr. Eli Ginzberg, Conservation of Human Resources Project

Employment Expansion in a Dynamic Economy–A Series of Related Studies

This continuing project of interdisciplinary research probes the changing structure and functioning of American society to determine the different ways in which the development and use of the Nation's human resources affect the level of social well-being and economic output. Members of the research team conduct intensive studies of problem areas as a basis for recommending remedial action.

Since the project was initiated 19 studies have been completed. Four of these, completed during fiscal year 1973, are summarized at the end of this write-up.

The nine studies on which work is still in progress are:

1. *Bridges to Work: International Comparisons.* Drawing chiefly on literature from the United States, Canada, Japan, and Western European countries, this study examines the functions of education and labor market institutions in easing adjustment to the work world and reducing youth unemployment rates. An introductory survey traces the development of ideas about transition patterns from school to work. An exploration of education as preparation for work gives considerable attention to the problems of imparting cognitive skills and achievements, noncognitive competence and values, knowledge of the world of work, and occupational qualifications through schools and employer training. A comparative analysis traces the intermediary function in the transition period to aid through guidance and counseling, placement, induction, and followup assistance. The interventionist function of reshaping the quantity and quality of labor supply and demand is treated with particular reference to disadvantaged or special groups, regions of high unemployment, and recession periods.

Completion is scheduled for December 1973

2. *Youth Employment and Unemployment: International Variations.* In view of the generally lower youth unemployment rates in other countries, this study analyzes international variations in the rates that may be attributed to differences and similarities in the positions of youth. As a followup to *Bridges to Work*, it focuses on factors which condition the types of policies adopted and the success of measures to ease the transition from school to work. The study covers 17 countries–the United States, Canada, Japan, and 14 European countries–using published data supplemented by research on employers' opinions and practices. These data include demographic developments, educational trends, labor force participation rates, work attitudes, industrial and occupational structures

of employment, size of firm, wage differentials, employer attitudes, on-the-job training, and problems of measuring unemployment.

Completion is scheduled for December 1974.

3. *Aging in the Ghetto.* This study is examining the interrelationship of the processes of aging–the multiplication of health defects, the difficulties of access to job market information, the impediments to access to social services, and the loosening of work ties for minority group members, especially older men who have few if any family attachments. It is exploring the cumulative effects of the relative deprivation of investments (such as education, job training, or health care) in human capital. It is based upon intensive interviews with adult residents of a black neighborhood in the central core of a large eastern city which has been experiencing a marked outmigration of industry, particularly of firms that have been major employers of black men and women.

The principal findings thus far suggest that when older blacks with a relatively strong attachment to unskilled, low-wage jobs cannot follow their employers who relocate, they develop a feeling of abandonment. Then as services, particularly public services, deteriorate in black neighborhoods, the aging residents tend to withdraw to the relative security of their homes. This greater isolation, coupled with the declining proportion of friends and acquaintances still employed, further restricts their already limited access to informal channels of labor market information. It also affects their access, through reading and personal relationships, to a wide range of available public assistance programs–housing, medical services, recreation, etc.–because many older blacks, particularly men, either are unaware of such programs or are doubtful about their right to use them. The plight of many older blacks is exacerbated by the feeling that with so much attention paid to youth they are deprived of an audience that will listen to their problems.

Completion is scheduled for November 1973.

4. *The Human Economy.* This study has five parts: (1) The four manpower subsystems (values, government, economy, and manpower developing institutions), the interrelationship among them, and the extent to which the stance of the social scientist determines his approach and outcomes; (2) the roles of the family, school, and labor market in developing skill and competence, the potential for smooth transaction or slippage from one to the other, and the extent to which the outcomes vary for reasons unrelated to the family's socioeconomic status; (3) the types of job and income opportunities a society provides, the mechanisms that determine the allocation of the better jobs among particular subgroups, and the adaptive devices available to those on the periphery of the labor market; (4) the large organization and its manpower policies, the ways by which individuals seek to optimize their career objectives, and the accommodation between the two; and (5) the potentials and limitations of public policy to raise employment and income levels, narrow inequalities in earning, assure productivity gains, and increase work satisfaction.

The study develops a theory outlined in the first chapter of *Manpower Development: Reflections on Five Continents*, by Eli Ginzberg (New York: Praeger Publishers, Inc., 1971).

Completion is scheduled for December 1973.

5. *Employment Expansion in Suburban Labor Markets.* This study, which makes use of both secondary data and interviews, examines the nature of suburban growth and the changes in industrial composition and labor market structure since World War II. Patterns of suburbanization in metropolitan areas of different sizes and types are analyzed. Data from the Social Security Administration's continuous work history files for 10 cities and their suburbs are being used to describe the flows into and out of the work force under varying conditions of growth, the types of employment to which young new entrants move, the sex and age composition of the work force, and relative changes in earnings. In addition, census data are used to shed light on certain social and economic characteristics of the city and suburbs,

relative wage levels, and size of establishment in various industrial classifications.

Completion is scheduled for October 1973.

6. *The Interface of Work and Welfare.* This study of a sample of 1700 cases taken from the rolls of three New York City welfare programs in September 1971 examines the labor force experience and dependency history of working age recipients to assess: The extent and nature of the interchange between employment and welfare; the impact of structural changes in the labor market and the welfare system; and the potential of recipients for employment and self-support.

Preliminary findings: (1) The heads of welfare households are far more likely to be migrants than are comparable members of the same ethnic groups in the general population. Differences in the distribution of prior industrial and occupational experience and frequency of current employment may indicate specific barriers to the absorption of migrants into that section of the local economy providing adequate wage levels and employment security. (2) The prior employment of welfare recipients is extremely marginal, as evidenced by the short duration of individual jobs and low earnings. (3) Only a small proportion of welfare recipients have had more than one period of assistance but the median duration of benefits exceeds 3 years. (4) As welfare subsidy levels have risen, public assistance has become increasingly competitive with earnings in low-wage industries, especially in the absence of any significant secondary employment.

Completion is scheduled for November 1973.

7. *Government Economic Policy and Manpower Utilization.* The first phase of this study, an analysis of employment and unemployment by occupation and industry, indicated that employers shifted their patterns of utilizing white-collar workers in the early 1960's. With the growing number of professional and clerical employees and rapid technological change, managers have increasingly shifted the burden of unemployment onto their white-collar staffs. The share of white-collar unemployment, declining up to the late 1950's and early 1960's, steadily rose thereafter. With blue-collar workers becoming a smaller portion of the work force, employers have tended to treat them more as overhead expenses and less as variable costs to be adjusted to production.

The second phase involves field studies of the employment practices of local government, focusing on the patterns of adjustment to changes in supply and demand of personnel. Questions being explored include the effects of shifts in government economic policy on employment, the adjustments employers make in the timing and number of hirings and layoffs, the quality and skill mix of their work force, and such measures as promotion, transfer, upgrading, and on-the-job training.

Completion is scheduled for March 1974.

8. *Metropolitan Labor Markets: Comparative Analysis.* In this study, a common frame of analysis will be applied to a limited number of metropolitan labor markets to identify similarities and differences. The purpose is to identify the distinctive features of each labor market and to develop a composite view of individual labor markets and of metropolitan labor markets as a whole.

The study will focus on New York, Chicago, Los Angeles, Houston, and Atlanta, covering the structural characteristics of each as of 1970, changes in these characteristics during the recent past, the differences and similarities in labor market processes, and the subjective tone of the labor market in terms of group relations, community attitudes toward different worker groups, employer and union policies and practices, and the political climate. Racial and ethnic factors, the white-collar and service sectors, and the points of view of employers and workers will be examined.

It is anticipated that this study will help to develop a better taxonomy of urban labor markets, a perspective for priorities in urban labor market research, guidelines for better manpower planning in urban labor markets, and insights for the reaggregation of urban, suburban, and metropolitan labor markets into a larger concept of megapolitan and national labor markets.

Completion is scheduled for 1975.

9. *Work and Values.* Although much has been said and written about the demise of the "Protestant ethnic," informed judgment must await research on the attitudes toward work and the larger social issues that shape them. This investigation seeks to identify the extent to which the place of work in the lives of Americans and selected European populations has changed, and the reasons for whatever modifications can be demonstrated to have taken place from 1940-1970.

Among the data under examination are those bearing upon management decisions and the logics supporting them, arbitration awards relating to managers' actual use of their prerogatives, and survey materials on the ever-mounting levels of educational achievements of the work force.

Tentative findings suggest that shifts in the place assigned to work are changes in degree rather than in kind, and that many of the vexing problems facing those charged with the management of human resources here and abroad are attributable less to revisions in the commitments of employees than to forces bearing upon the production and distribution of goods and services.

Completion is scheduled for December 1973.

The four studies completed under this project during fiscal year 1973 are:

1. *High Level Manpower and Technological Change in the Steel Industry: Implications for Manpower Planning,* by Dale Hiestand. This study examined the role of managerial and professional manpower in the development and installation of new technologies in the steel industry. The research was based primarily on interviews with top personnel in the industry and its suppliers and consultants.

It is difficult to pinpoint where and how high-level manpower made a crucial difference in the pace of technological change in the industry, since installing a new technology usually takes several years more than acquiring additional skills. Thus, the present study suggests the need to distinguish strategic manpower planning from operational manpower planning. These two types of planning are interrelated and help to identify needs for which ad hoc training programs may be developed.

Strategic manpower planning identifies the managerial and professional manpower needed to realize the enterprise's long-range objectives, and establishes general policies and procedures to meet these needs. Among the questions to be decided in strategic manpower planning are how strong and how large the managerial and professional staffs in the firm's various departments ought to be; whether and when to engage outside consultants and contractors; and what practices should be followed in recruiting, training, education, appraisal, and promotion of the several types and levels of needed managerial and professional manpower.

Operational manpower planning projects the firm's manpower needs for 1 to 5 years at all skill levels, taking account of probable attrition and plans for expansion, works out individual career development plans for the current staff, and identifies recruitment needs.

A special type of operational manpower planning is project-oriented, as in the case of a construction job or the starting of a new plant. It is geared to meeting manpower needs at each phase of the project and is concerned with the identification of key functions and their appropriate organizational structure, the number and qualifications of personnel for each function, and the determination of appropriate training or work experiences.

The central finding is that manpower planning for major technical change, until it becomes part of the process of reaching and implementing an actual decision to undertake specific investments, must emphasize efforts to develop the ability to anticipate and respond to whatever opportunities or demands occur. Building an organization and people with this ability is the main challenge of manpower planning.

2. *Good Jobs, Poor Jobs: The Search for Shelters,* by Marcia Freedman. This study

(formerly entitled "The Dynamics of Employment Opportunity") analyzed employment data from the 1960 census as well as industry and occupation shifts during the 1960's. The primary goal was to explain labor market segmentation.

The analysis showed: (1) The good jobs in the American economy are characterized by stability and security of employment and average or above-average earnings. These segments of the labor market are sheltered from competition by credentials, licenses, unions, and civil service regulations. Jobs were divided into 16 occupation-industry clusters ranked according to mean annual earnings and the relative strength of the applicable shelters. (2) A major factor in job stability and the growth of shelters is an organizational preference for continuity related to on-the-job learning and the consequent development of internal labor markets. On the other hand, employers also seek flexibility and welcome the opportunity to circumvent the rigidities of structured labor markets. (3) A critical aspect of the development of protective job shelters is the success of various groups in invoking the protection of the Government. The National Labor Relations Act, Executive Orders on collective bargaining in the public sector, and State statutes on licensing are examples. (4) The less stable segments of the labor market are disproportionately populated by women, members of minority groups, and young workers. The probability of white men "maturing" into the stable jobs is very high; for women the probability is low, with minority males in between. (5) The typical American family now includes two earners–the husband in some sheltered position and the wife in a more competitive, lower earnings job. A female head of household, holding the same kind of job as a wife, is unlikely to earn enough to support her dependents.

The findings emphasize the need for continued effort to establish a national incomes policy. Specific recommendations toward this goal are: Strengthening and equalizing basic social welfare for all workers, not only social security and pension arrangements but also unemployment insurance, health care, and workmen's compensation; regularizing employment in highly seasonal industries, such as construction; minimizing abuses inherent in employment shelters, such as irrelevant provisions in licensing legislation, and discriminatory selection and testing devices; and making public policies more effective to meet the conflicting demands on women for childrearing and employment and to reduce the strain on family life.

3. *Growing Up in a Desegregated Air Force*, by Alice Yohalem. This study explored the influence of military desegregation upon children of noncommissioned officers (NCO's) in the Air Force. Data were obtained from questionnaires distributed in January 1970 to 857 black and white NCO's and to 865 of their dependent sons and daughters aged 14 and over. Blacks comprised about 40 percent of each generation. Information relating to the respondents' circumstances, experiences, attitudes, and aspirations was analyzed. In addition, comparisons were made between the educational and occupational goals of boys from military and civilian families.

The data showed that a substantial majority of whites but only a minority of blacks believed that opportunities for blacks to get ahead were greater in military than in civilian life. Indeed black NCO's were at significantly lower grades than whites with comparable years of service and schooling. Reflecting this difference, a significantly large proportion of black families were at the bottom of the income scale. However, because more black wives worked, many black families were able to narrow and even overcome the earnings gap between the fathers of the two races. In terms of parental education, marital stability, paternal job security, and real income, including military perquisites and purchasing privileges, most black families could be assigned to the lower middle class.

Most black children had more exposure to desegregated residential, educational, and recreational experiences than their peers in civilian families of similar socioeconomic status. The majority of black and white youth expressed a preference for integrated schooling, but with increased years of schooling the preference diminished among blacks and rose among whites. Unlike blacks, the younger generation of whites were more favorably disposed toward school integration than their fathers were. Among youths of both races, those with early and continuous exposure to interracial student bodies showed the greatest degree of support for integrated schooling.

Many children of both races hoped to complete 4 or more years of college and to enter high-status occupations. However, black youths aimed higher than whites with similar scholastic performance and family income. Among both races the girls' aspirations were lower than the boys', despite the girls' superior academic performance.

No association could be established between the extent of interracial experience and aspirations. However, black graduates of predominantly white schools had a higher college enrollment rate than other blacks, white graduates, or black civilian youth. There was little difference between the educational goals of boys from military and civilian families, but a higher proportion of the latter aimed for blue-collar occupations.

In general, a military upbringing provided extensive access to integrated opportunities which served to create positive racial attitudes. While race, sex, scholastic performance, and family circumstances were more influential than desegregated experiences in the career planning of blacks, school desegregation did appear to facilitate the realization of their college goals.

4. *New York Is Very Much Alive: A Manpower View*, by Dr. Eli Ginzberg and 12 other members of the Conservation of Human Resources Project staff.

This study, although funded principally by the Fund for the City of New York, drew heavily on the long-term research of the staff. It is divided into four parts: Perspective, Problems, Planning, and Policy.

Principal findings: During the 1960's New York enjoyed an increase in jobs; while it lost manufacturing jobs it replaced them with service jobs that paid at least as well. The city appeared to be holding its own quite well relative to other large cities and the suburbs that face constraints on their continued growth. The loss of 2 million white middle- and upper-middle-class workers and the addition of 2 million blacks and Puerto Ricans resulted in a high welfare load (though welfare costs are only about 5 percent of total income earned) and many school leavers who are poorly prepared for white-collar jobs. Still, New York has a higher-than-average proportion going on to college under its open enrollment plan. The city also has less discrimination in employment than most other cities and by 1980 one out of every two new entrants into the labor force will be black or Puerto Rican. About one-third of the blacks now have family incomes that place them in the middle class and this trend is certain to continue. The lower birth rate is also likely to ease the integration of the new in-migrants.

Major recommendations concern municipal budgeting for human resources expenditures, the role of small minorities in political decision-making, the responsibility of business for training unskilled workers, the use of welfare monies to provide employment opportunities for selected recipients, action to eliminate discrimination, and manpower data collection, planning, and programing.

**Upgrading Blue-Collar and Service Workers*, by Charles Brecher

NTIS–PB 214814.

The Johns Hopkins Press, 1972 ($2.25).

**Metropolitan Trade and Employment Expansion*, by Richard V. Knight

Praeger Publishers, Inc., New York, 1973 ($12.50).

**New York Is Very Much Alive*, by Eli Ginzberg and the Conservation of Human Resources Staff. Columbia University

McGraw-Hill Book Co., New York, 1973 ($12.50).

4.5 UNIVERSITY OF HOUSTON
HOUSTON, TEX.

Grant 91-46-68-48
Scheduled for completion in FY 1974

Dr. Louis H. Stern, Department of Economics and Finance

The Relationship Between Unemployment and Commuting Within Geographical Areas

This pilot study is considering whether 15 regions delineated as standard metropolitan statistical areas (SMSAs) are actually adequate for labor market analyses. Using 1960 census data, it seeks to determine whether an SMSA's unemployment rate is an appropriate economic indicator for any of its geographic subdivisions by testing the hypothesis that commuting to jobs within the area generally equalizes unemployment rates among the residents of different geographic subdivisions who are in the labor force if allowance is made for differences in occupation, sex, and racial or ethnic group.

4.6 NORTHWESTERN UNIVERSITY
EVANSTON, ILL.

Grant 91-15-70-07
Scheduled for completion in FY 1974

Dr. Frank Brechling, Department of Economics

The Relationship Between Regional and Overall Employment

This study examines State and local variations in cyclical and secular fluctuations in unemployment, especially in response to overall changes in economic activity, and their relationship to aggregate wage behavior.

The analysis is based primarily on published data on employment and unemployment for 49 States and 150 labor market areas.

4.7 NORTHWESTERN UNIVERSITY
EVANSTON, ILL.

Grant 91-15-70-12
Scheduled for completion in FY 1974

Dr. George E. Delehanty, Department of Economics

Labor Mobility and Income Change

This study is analyzing the relationship between geographic, industrial, and employer mobility and income for workers grouped by age, race, and sex. Using data on work and earnings in a 1-percent, employer-employee subsample of Social Security Administration records for 1959-63, the study is attempting to find out by how much, for whom, and through what processes income change is related to labor mobility.

4.8 UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

Grant 21-42-73-41
Funded to May 31, 1975

Dr. Ann R. Miller, Population Studies Center

Experimental Study of the Relationship Between the Growth of Employment and Migration, Utilizing the Retrospective Data from the 1970 Census of Population

The focus of this study is the relationships between recent migration patterns for selected metropolitan areas and such factors as the occupational and industrial structure, wage levels, and employment-unemployment situation in these areas. These relationships will be examined for an interpretation of the differential impact which these basic economic factors have on the "in" or "out" mobility of minority group members, women, and other population subgroups.

The grantee will compare 1965 and 1970 data on residence, work status, and occupation, using data from the 1970 Census.

4.9 STANFORD UNIVERSITY
STANFORD, CALIF.

Grant 91-06-72-28
Scheduled for completion in FY 1974

Dr. Michael J. Boskin, Department of Economics

Occupational Choice

For workers of different sex and race groups, this study is investigating the role of wages, training costs, and duration of unemployment, manpower programs, and income maintenance policies in determining occupational choice. Data from the 1967 Survey of Economic Opportunity, a detailed set of 30,000 household interviews, are being applied to a model to derive estimates of the probability of a worker's entering alternative occupations, given variations in relative costs and returns, and to simulate the effect of manpower and income maintenance policies on the variables that govern occupational choice.

4.10 THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

Grant 21-48-73-45
Funded to August 31, 1974

Harley L. Browning, The Population Research Center

The Emergence of a Service Society: Demographic-Sociological Aspects of the Sectoral Transformation of the Labor Force in the United States, 1940-1970

This study will use data from the 1940-1970 decennial censuses, with particular emphasis on the 1960 and 1970 labor force data by selected demographic characteristics, to examine industrial-occupational changes which have transformed the American labor force. In particular, the researchers will examine the changing nature of the service sector with a view to suggesting ways of segmenting it into homogeneous groups.

4.11 WASHINGTON UNIVERSITY
ST. LOUIS, MO.

Grant 21-29-73-49
Funded to June 30, 1975

Dr. Edward D. Kalachek, Department of Economics

Static and Dynamic Labor Supply Functions and Public Policy Models

This project is seeking to improve methods of labor supply estimations and to construct a framework for using labor supply functions in the analysis of public policy problems. It will compare cross-sectional labor supply regressions, using data from the national longitudinal surveys (see 4.25) and will develop public policy models for evaluating current social welfare programs and designing new ones.

COMPLETED PROJECTS

4.12 BUREAU OF THE CENSUS
● WASHINGTON, D.C.

Contract 20-11-73-05

Stanley Greene

Preparation of CPS Schedules for a Comparative Analysis of Occupations Under Census Bureau and DOD Classification Systems

The contractor, with the cooperation of the U.S. Employment Service, developed a conversion arrangement between the *Dictionary of Occupational Titles* (DOT) and the 1970 Census of Population occupational classifications, using the 42,000 schedules from the March 1971 Current Population Survey. The tabulations have been completed and will be published by the Office of Management and Budget (OMB).

REPORTS

4.13
Massachusetts, University of–Everett S. Lee and G. Putnam Barber, No. 91-23-66-55.

Differentials in Spatial Mobility

Chapter in *National Vocational-Technical Education Seminar on Occupational Mobility and Migration*, 1966, pp. 120-159, ERIC–ED 015263 ($12.80).

4.14
National Academy of Sciences–National Research Council–Advisory Committee on Problems of Census Enumeration, No. 81-09-70-17.

America's Uncounted People, Report of the Advisory Committee on Problems of Census Enumeration

NTIS–PB 199754; National Academy of Sciences, 1972 ($7.25 hardback).

4.15
Pennsylvania, University of–Ann R. Miller and Susan Klepp, No. 81-40-69-13.

Occupations of the Labor Force According to the *Dictionary of Occupational Titles*

NTIS–PB 197920.

Specific Industries, Occupations, Population Groups, Areas

ONGOING PROJECTS

4.16 THE AMERICAN UNIVERSITY WASHINGTON, D.C.

Grant 91-11-72-40
Scheduled for completion June 30, 1974

Dr. Nancy S. Barrett, Department of Economics, The American University; and Dr. Richard D. Morgenstern, Department of Economics, Queens College, City University of New York

Why Do Blacks and Women Have High Unemployment Rates?

In an earlier project, the investigators found that labor turnover varied markedly by race and occupational category, while job duration varied markedly by sex. To analyze these differences, this project is utilizing recent data from the Bureau of Labor Statistics' Work Experience Surveys and Current Population Surveys in an econometric model designed to ascertain the extent to which race, sex, and occupational differences can be related to differences in age, education, and location.

4.17 BUREAU OF THE CENSUS WASHINGTON, D.C.

Contract 81-11-71-19
Funded to June 1974

Curt Hill, Chief, Governments Division

Survey of State and Local Government Employment

This project is a two-stage mail sample survey to obtain data on selected characteristics of State and local government employees in five States. Stage I is a mail survey of a representative sample of State agencies (excluding educational institutions) and local governments (excluding school districts and dependent school systems) in each of the five States to obtain a random sample listing of employees' names and addresses. Stage II is a mail survey of the individuals reported in the sample listings to obtain data on the race, sex, age, level of education, government function in which employed, income group, merit system coverage, years in present job, job mobility, and specialized training.

One purpose of the study is to provide information needed for training and upgrading workers to help State and local governments respond to rising demands for services and take advantage of Federal assistance for public service employment. In addition, important methodological information about the quality of data on occupation and training will be obtained by comparing employer and employee interview schedules for similar items for matched individuals.

4.18 CENTER FOR POLICY RESEARCH, INC.
NEW YORK, N.Y.

Grant 21-36-73-30
Funded to September 30, 1973

Dr. Trevor Bain

Labor Market Experience for Engineers During Periods of Changing Demand

This grant will be used to prepare a "state-of-the-art" report based on: A review and synthesis-analysis of completed and ongoing research and development work sponsored mainly, but not exclusively, by the Manpower Administration, of one or two operating programs, and of literature concerned with the demand for and supply of engineering, scientific, and technical manpower in terms of job opportunities, education, post layoff experiences, and reemployment.

The grantee will interview researchers and practitioners, and will organize a seminar to refine the first draft of the "state-of-the-art" report.

4.19 CLAREMONT GRADUATE SCHOOL
CLAREMONT, CALIF.

Grant 91-06-72-45
Scheduled for completion June 30, 1974

Dr. David J. Smyth, Professor of Economics

Short-Run Employment Fluctuations in Public Utilities

This project is adapting a model used to explain employment fluctuations in manufacturing to answer three questions about short-run fluctuations in public utilities employment: (1) What is the short-run response of employment to output? (2) What is the time lag between short-run output changes and employment changes? (3) What is the cyclical behavior of output per man when allowance is made for the lag of actual employment behind desired employment?

The model is being fitted to quarterly data for public utilities for the period 1947-72, drawn from various publications.

4.20 UNIVERSITY OF GEORGIA
ATHENS, GA.

Grant 91-13-72-36
Scheduled for completion June 30, 1974

Dr. Ethel B. Jones, Department of Economics

An Investigation of the Stability of Hours of Work per Week in Manufacturing, 1947-1969

This project attempts to ascertain why manufacturing industry has not experienced the shorter workweek enjoyed by the economy as a whole since World War II. Using data on manufacturing published by the Bureaus of the Census and Labor Statistics, the researcher is analyzing changes in data gathering procedures, changes in the characteristics of the employed labor force (labor turnover and industrial and geographic distribution), and the extent to which overtime hours are substituted for leisure.

4.21 HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Contract 81-23-70-08
Funded to August 31, 1973

Dr. Peter B. Doeringer, Department of Economics

Service Employment, Collective Bargaining, and the Low-Wage Labor Market

This study of the forces that determine the characteristics of jobs and employment in low-income labor markets tests the premise that instability of employment in these markets is the result of a deficiency in their employment function rather than in the skill training capabilities of individual job holders. The study is directed to three major questions: (1) What factors affect the quality of work in low-income labor markets? (2) What factors influence the transition of workers from low-income to high-income labor markets? (3) What types of Federal manpower programs will most effectively upgrade workers out of the low-income labor market or improve the quality and earnings potential of low-income work?

The investigation centers on the relationship between collective bargaining and low-wage service employment. Collective bargaining is thought to exercise a positive influence upon compensation, employment stability, career opportunities, and equitable supervision, and it occurs within the context of broader trends in the economy. A major part of the study involves an examination of those economic and legal forces which have either assisted or impeded the growth of collective bargaining in the service sector.

The major source of data and contacts is the Service Employees International Union (SEIU). Interviews are being conducted with officers and staff of the international and local unions, major employers, and staff members of employer associations. The union is providing data on economic conditions, wages, pensions, labor force mobility, and composition of membership, as well as union documents such as convention proceedings, newspapers, journals, collective bargaining agreements, and other manuals or internal memoranda. Finally, arrangements have been made to examine the SEIU-sponsored building service training program in Washington, D.C., funded by the Manpower Administration, and its relationship to the low-income, service labor market.

4.22 UNIVERSITY OF MASSACHUSETTS
AMHERST, MASS.

Grant 91-25-73-09
Funded to December 31, 1973

Dr. Ronald G. Ehrenberg, Department of Economics

An Economic Analysis of Municipal Government Employment and Wages

For government employees of cities of over 10,000 people, this project attempts to ascertain what determines: (1) The total level of employment in a given city and the average quality of the work force; (2) the distribution of employment across functional categories (such as police, fire protection, and sanitation work); and (3) the level and structure of wages. The relationship of unions and of organizational structure of government to municipal government wage and employment levels is also being examined. Sources include the 1967 Census of Government (unpublished data), municipal year books, the 1967 County and City Data Book, and the 1960 and 1970 Censuses of Population.

4.23 NATIONAL PLANNING ASSOCIATION WASHINGTON, D.C.

Grant 21-11-73-02
Funded to June 30, 1974

Dr. Leonard A. Lecht

The Labor Supply for Lower Level Occupations, 1960-1980

This project is testing the hypothesis that historical sources of manpower for lower level occupations, such as immigrants or deprived population groups, have been contracting and will continue to contract in the coming decade, and is assessing the implications for manpower and economic planning. Data from the 1960 and 1970 censuses, supplemented by other research materials, will be used to develop a ranking of occupations relevant to the labor supply, to study changes in the composition of lower level occupations, and to project the labor supply for such occupations to 1980.

4.24 NORTH CAROLINA STATE UNIVERSITY RALEIGH, N. C.

Grant 21-37-73-25
Funded to April 16, 1974

Dr. Dale Hoover, Department of Economics

Tobacco Mechanization and Resource Adjustment in the Tobacco Industry: A Research Program

This study is investigating whether impending changes in flue-cured tobacco production and curing processes threaten the labor force in tobacco-dependent areas of the Southeastern United States with significant dislocation.

Data are being collected from a random sample of individuals and households in six to 10 eastern North Carolina counties to estimate how dependent incomes are on tobacco harvesting and curing. Results are to be combined with census and other secondary data in an analysis of the probable reactions of the labor force to forthcoming mechanization.

4.25 THE OHIO STATE UNIVERSITY RESEARCH FOUNDATION COLUMBUS, OHIO

AND

BUREAU OF THE CENSUS U.S. DEPARTMENT OF COMMERCE WASHINGTON, D.C.

Contracts 82-39-72-21 (formerly 81-34-28, 81-37-68-21, 81-37-69-15, 81-37-70-18 - Ohio State) and 81-08-38 (Census)
Funded to June 1974

Dr. Herbert S. Parnes, Center for Human Resource Research, The Ohio State University; and Demographic Surveys Division, Bureau of the Census

National Longitudinal Studies of the Labor Force Behavior of National Samples of Men (45-59), Women (30-44), and Male and Female Youth (14-24)

This study is probing the relationship of factors influencing the work behavior and experience of four groups: Men, aged 45 to 59; women, 30 to 44; and men and women, 14 to 24. It focuses on the interaction among economic, sociological, and psychological variables that permit some members of a given age-education-occupation group to have satisfactory work experiences while others do not. The completed study will constitute a comprehensive body of data on labor mobility.

The study has entailed six consecutive surveys (most by personal interview) of each group at 1-year intervals, except for the omission of the older groups of men and women in 1970. The initial surveys were conducted in 1966 for both groups of men, in 1967 for the women aged 30 to 44, and in 1968 for the women aged 14 to 24. Following the last of these personal interviews (young women in 1973) a series of biennial telephone followup interviews is planned, assuming feasibility is indicated. The Bureau of the Census draws the samples and collects and tabulates the data. Ohio State prepares the data-collection schedules, plans the tabulations, analyzes the results, prepares reports on the annual surveys, and will write a final comprehensive report for each group. Data tapes from this study will be available about December 1973 for purchase from The Ohio State University Research Foundation.

Reports on the annual surveys are reproduced as Manpower Research Monographs. Special analyses of the data (for example, the impact of health upon earnings and labor market activity of older men) are also published from time to time. Major reports completed during fiscal year 1973 are summarized below.

1. The Pre-Retirement Years: A Longitudinal Study of the Labor Market Experience of Men, Vol. 3, by Dr. Herbert S. Parnes, Gilbert Nestel, and Dr. Paul Andrisani. This third report on men who were 45 to 59 years of age in 1966 describes and analyzes the changes in their labor force and employment status between 1966, the date of the first annual survey of this group, and 1969, when the fourth survey was taken.

Findings indicate that in most occupations organized workers do better by almost every measure—tenure, pay, pension coverage, for example—than the unorganized. Organization is especially beneficial to blacks: Among nonunion operatives (a job class including such occupations as truckdrivers, assemblers, textile weavers, and welders), white men earned 27 percent more an hour than black men, whereas among unionized operatives the differential was only 11 percent.

The researchers conclude that less discrimination against blacks exists in the average union labor market than in the average nonunion labor market. Thus, it was not surprising that relatively more blacks than whites had collective bargaining coverage. More training also equaled higher wages, irrespective of education or personal drive, particularly for black men. Wage differentials were smaller between blacks and whites with training.

Organized workers also had longer job tenure, were more attached to their current jobs, and felt that they had more control of their lives.

Unionization also is synonymous with greater pension coverage. It appears that pension plans may inhibit interfirm movement among men of this age group. Thus, the rate of voluntary job changing between 1966 and 1969 was considerably lower for those with pension coverage than for those without. However, tenure seems to be the overriding factor in job changing. Job changers were concentrated among men with short tenure. The longer a man's tenure the more immobile he became, regardless of pension coverage.

Even among men in this age group, health is more important than age in determining whether they continue to work. Furthermore, among men who were employed in both 1966 and 1969, those without health problems had higher earnings.

2. Years for Decision: A Longitudinal Study of the Educational and Labor Market Experience of Young Women, Vol. 2, by Dr. Roger D. Roderick, with the assistance of Joseph M. Davis. This report focuses on changes between 1968 and 1969, the first two survey years for women aged 14 to 24 (in 1968). Job changing among these women was generally economically functional. Those who disliked their jobs or reported low earnings were more likely than others to change. Job changers enjoyed the greater increase in wage rates and job satisfaction.

Higher wages were also realized by the women who scored higher on a test of occupational knowledge. Black women scored lower on this test than white women, even when standardized by educational attainment. At the same time, the educational aspirations (in 1968) of the black high school girls were even more unrealistically high than those of the white girls, and they lowered their aspirations at an older age than the white girls.

3. Career Thresholds: A Longitudinal Study of the Educational and Labor Market Experience of Male Youth, Vol. 4, by Dr. Andrew I. Kohen, with the assistance of Dr. Paul Andrisani. This report analyzes the magnitude and patterns of change in the personal characteristics and the educational and labor market status of young men (aged 14 to 24 in 1966) between 1966, when they were first interviewed, and 1969, when they were interviewed in the fourth annual survey.

A comparison of the labor market experiences of high school graduates and nongraduates (both out of school) shows that the graduates fared better despite their shorter labor market exposure and manifested a stronger commitment to work and sense of personal effectiveness. The data on unemployment and on hourly earnings indicate that young black men were hurt more than the young white men by dropping out of school. However, the authors acknowledge the strong possibility that both dropping out of school and unfavorable labor market experiences reflect disadvantages which predate dropping out, such as lower mental ability.

Young men initially in jobs of lower pay and satisfaction generally changed jobs more often and improved their position, though for white men there appeared to be diminishing returns from repeated changes. A greater proportion of blacks than whites changed jobs. Both black and white job changers experienced more unemployment than nonchangers, which held down the increase in annual earnings for whites but not for blacks.

Controlling for age, education, and occupation did not alter the conclusion that the intercolor difference in the pattern of occupational movement resulted in widening the socioeconomic disparity between blacks and whites. Irrespective of age and education, the professed occupational aspirations of employed young black men were more fanciful than those of their white counterparts.

4. Determinants of Early Labor Market Success Among Young Men: Race, Ability, Quantity and Quality of Schooling, by Dr. Andrew I. Kohen. This study tests a series of hypotheses regarding the determinants of early labor market success among out-of-school young men, where the principal measures of success are hourly earnings and social status of occupation. The hypotheses focus on intercolor differences in success and the relative importance of schooling and ability. Other factors whose relevance to success are tested include family background, physical health, and geographic mobility.

Data on white and black men aged 18 to 24 who were not enrolled in school in the autumn of 1966 but who had completed at least 8 years of school were used in the analysis. Supplementary data on mental ability and school quality were gathered by a mail survey of the secondary schools they had attended.

Some of the principal findings of the study are: (1) The amount of schooling is the single most important determinant of early success and is more important for occupational status than for hourly earnings; (2) mental ability has a strong direct effect, independent of schooling, on early labor market success, and studies which omit a measure of ability produce upwardly biased estimates of the returns to schooling; (3) because the effect of color (i.e., race) interacts with family background in determining early success, "inheritance of poverty" is a more serious problem for young blacks than for whites; (4) although linear versions of the success equation indicate no intercolor difference in the net marginal effect of education, the "sheepskin" effect of college graduation seems to be greater for blacks than for whites; (5) proportionately much more of the gross intercolor difference in occupational status than of the difference in hourly earnings is attributable to current racial discrimination in the labor market; (6) family socioeconomic background has virtually no effect, net of its impact on ability and schooling, on the early labor market achievements of young men.

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*1. Career Thresholds: A Longitudinal Study of the Educational and Labor Market Experience of Male Youth

Vol. 1 (1966 survey), by Herbert S. Parnes, Robert C. Miljus, and Ruth S. Spitz

NTIS–PB 183539
MA–Manpower Research Monograph No. 16, vol. 1, 1970 (GPO–$2).

Vol. 2 (1967 survey), by Frederick A. Zeller, John R. Shea, Andrew I. Kohen, and Jack A. Meyer

NTIS–PB 201288
MA–Manpower Research Monograph No. 16, vol. 2, 1971 (GPO–$1.25).

Vol. 3 (1968 survey), by Andrew I. Kohen and Herbert S. Parnes

NTIS–PB 201287
MA–Manpower Research Monograph No. 16, vol. 3, 1971 (GPO–$1.50).

Vol. 4 (1969 survey), by Andrew I. Kohen, with the assistance of Paul Andrisani

NTIS–PB 220734
MA–Manpower Research Monograph No. 16, vol. 4 (forthcoming).

*2. Dual Careers: A Longitudinal Study of Labor Market Experience of Women

Vol. 1 (1967 survey), by John R. Shea, Ruth S. Spitz, and Frederick A. Zeller

NTIS–PB 193239
MA–Manpower Research Monograph No. 21, vol. 1, 1971 (GPO–$2.25).

Vol. 2 (1968 survey) by John R. Shea, Sookon Kim, James Murphy, Roger D. Roderick and Joseph M. Davis

NTIS–PB 214569
MA–Manpower Research Monograph No. 21, vol. 2, 1973 (GPO–$1.75).

*3. The Pre-Retirement Years: A Longitudinal Study of the Labor Market Experience of Men

Vol. 1 (1966 survey), by Herbert S. Parnes, Belton M. Fleisher, Robert C. Miljus, and Ruth S. Spitz

NTIS–PB 180530
MA–Manpower Research Monograph No. 15, vol. 1, 1970 (GPO–$2.25).

Vol. 2 (1967 survey), by Herbert S. Parnes, Karl Egge, Andrew I. Kohen, and Ronald M. Schmidt

NTIS–PB 192671
MA–Manpower Research Monograph No. 15, vol. 2, 1970 (GPO–$1.25).

Vol. 3 (1968 and 1969 surveys), by Herbert S. Parnes, Gilbert Nestel, and Paul Andrisani

NTIS–PB 212637
MA–Manpower Research Monograph No. 15, vol. 3, 1973 (GPO–$2).

*4. Years for Decision: A Longitudinal Study of the Educational and Labor Market Experience of Young Women

Vol. 1 (1968 survey), by John R. Shea, Roger D. Roderick, Frederick A. Zeller, and Andrew I. Kohen

NTIS–PB 201289
MA–Manpower Research Monograph No. 24, vol. 1, 1971 (GPO–$2).

Vol. 2 (1969 survey), by Roger D. Roderick, with the assistance of Joseph M. Davis

NTIS–PB 220735
MA–Manpower Research Monograph No. 24, vol. 2 (forthcoming).

*5. Assets, Nonemployment Income, and Alternative Models of Labor Supply, by Belton M. Fleisher and Richard D. Porter

NTIS–PB 222737 ($6; mf $1.45).

*6. Black-White Differences in Annual Hours of Work Supplied by Males 45-59: A Progress Report, by Karl A. Egge

NTIS–PB 208428.

*7. Correlates of Atypical Occupational Assignment, by Roger D. Roderick and Joseph M. Davis

NTIS–PB 211489.

*8. Cross-Substitution Between Husband and Wife as One of the Factors Determining the Number of Hours of Labor Supplied by Married Women, by Sookon Kim

NTIS–PB 211648.

*9. Determinants of Early Labor Market Success Among Young Men: Ability, Quality and Quantity of Schooling, by Andrew I. Kohen

NTIS–PB 208638 ($3.75).

*10. Determinants of Educational Attainment and Retention in School (Supplementary Report), by John R. Shea and Roger A. Wilkens

NTIS–PB 209625.

*11. Determinants of Labor Force Participation of Married Women 30-44 Years of Age, by Sookon Kim

NTIS–PB 206502.

*12. The Impact of Health upon Earnings and Labor Market Activity of Middle-Aged Men, by Joseph M. Davis

NTIS–PB 210224.

*13. Income Instability Among Young and Middle-Aged Men, by Andrew I. Kohen, Herbert S. Parnes, and John R. Shea

NTIS–PB 222571 ($3.50; mf $1.45).

*14. The Influence of Fertility Strategies on the Labor Force Status of American Wives, by Harry Michael Rosenberg

NTIS–PB 213743 ($6.75).

*15. Labor Supply of Women Potentially Eligible for Family Assistance, by Jack A. Meyer

NTIS–PB 213737.

*16. A Multivariate Analysis of Some Correlates of Job Satisfaction Among Men Aged 45 to 59, by Edward A. Nicholson, Jr. and Roger D. Roderick

NTIS–PB 210925.

*17. Retirement Expectations of Middle-Aged Men, by Herbert S. Parnes and Gilbert Nestel

NTIS–PB 208534 ($4.50).

*18. Typing, Shorthand, and Occupational Assignments of Women: Some Black-White Differentials, by Roger D. Roderick and John R. Shea

NTIS–PB 213971.

*19. Welfare Mothers: Barriers to Labor Force Entry, by John R. Shea

NTIS–PB 212147.

*20. Withdrawal from the Labor Force by Middle-Aged Men, 1966-67, by Herbert S. Parnes and Jack A. Meyer

NTIS–PB 206116.

4.26 UNIVERSITY OF PENNSYLVANIA PHILADELPHIA, PA.

Grant 21-42-73-05
Funded to August 1974

Dr. Ann R. Miller, Graduate Group in Demography

Analysis of Occupational Mobility Through Use of Longitudinal Surveys Data, with a Supplementary Analysis of Response Variability

This project consists of two parts: (1) A study of problems of response analysis and collection and classification of occupational data through household surveys; and (2) an analysis of the relationships between occupational mobility and changes in the occupational structure of employment and of the paths by which individuals move into specific occupations. For the occupational mobility study, data from computer tapes for the national longitudinal surveys of labor force behavior (see 4.25) will be examined. For the response analysis study, sample schedule entries for the same individuals in different years of the longitudinal surveys will be collated and analyzed.

COMPLETED PROJECTS

4.27 BUREAU OF LABOR STATISTICS U.S. DEPARTMENT OF LABOR

- WASHINGTON, D.C.

Contract 81-11-71-18

Vera C. Perrella, Division of Labor Force Studies

Employment of Recent College Graduates

This study examined job-related problems encountered by recent graduates in moving from college to career. In the October 1971 *Current Population Survey* the Bureau of the Census asked all members of the sample between the ages of 16 and 34 who received degrees from a college or university in 1970 or 1971 about their jobseeking efforts, the kind of job obtained or sought and its relationship to field of study, and the effect of a loose labor market on future plans and attitudes toward work. The Bureau of Labor Statistics designed the questionnaire, analyzed the data, and wrote the report.

The findings pointed to possible imbalances in the supply of, and demand for, professional workers. In their first jobs, about half of the employed degree recipients were doing work not directly related to their major field of study, most often because those were the only jobs they could find. By the time of the survey, however, large numbers of those originally in unrelated work had moved to related work, and about 70 percent of the employed considered their jobs to have career potential.

Almost six out of 10 degree recipients had no unemployment between graduation and their first job. They either continued in a job they had held while completing degree requirements (for example, teachers who were getting advanced degrees), had arranged for the job before getting their degree, or had found a job without having to look for one. Women were less likely than men to be in these circumstances, and only about one-third of those receiving degrees in the humanities and half of those in the social sciences experienced no unemployment before finding their first job.

Of the 43 percent who reported some unemployment after completing their degree requirements, about half found a job within 4 weeks. However, approximately 6 percent of all 1970 and 1971 degree recipients spent 15 weeks or more searching for their first job. At the time of the survey, the unemployment rate for the degree recipients was more than 1-1/4 times that for the civilian labor force, but only about half that for 1970 and 1971 high school graduates who did not go on to college.

*Special Labor Force Report 151, from February 1973 *Monthly Labor Review* with supplementary tables.

U.S. Department of Labor, Bureau of Labor Statistics, Washington, D.C., 1973.

4.28 THE OHIO STATE UNIVERSITY RESEARCH FOUNDATION

- COLUMBUS, OHIO

Grant 91-39-71-43

Dr. Belton M. Fleisher, Dr. Donald O. Parsons, and Dr. Richard D. Porter

Dynamic Analysis of the Labor Force Behavior of Men and Youth

This project analyzed the labor force behavior of males aged 14 to 24 and 45 to 59. To provide a structure for empirical investigation, it developed behavioral models that emphasized the role of wealth, both human and nonhuman, in determining annual hours of work supplied and schooling investment. These models were estimated, principally through regression analysis, using data from the national longitudinal surveys for 1966 and 1967 (see 4.25). The model of work hours was also used to analyze the potential effects of long-term and short-term negative income tax plans.

It was found that a $1 per hour (or approximately $2,000 per year) increase in the father's wage rate was associated with two-thirds of a year more schooling for his sons and a 22 cent per hour higher wage rate for them when they quit school, given the level of schooling completed. Among the older group, a $1 per hour wage increase caused an annual reduction of 100 to 200 hours of work. Assuming the reduction in hours associated with an increase in assets (i.e., savings from increased earnings or other income) would be spread over a period of years, if not the remainder of the life cycle, it was found that short-term negative income tax experiments may underestimate the ultimate volume of labor withdrawal. Finally, the effects of changes in the unemployment rate on labor force participation were estimated to be considerably less than previously reported by other researchers.

*NTIS–PB 218939 ($4.85).

4.29 PRINCETON UNIVERSITY
• PRINCETON, N.J.

Grant 21-34-73-27

Dr. Daniel S. Hamermesh, Industrial Relations Research Section

Conference on Labor in Nonprofit Industries and Government

At this conference–jointly sponsored by the grantee and the grantor and held in Princeton, N.J. on May 7-8, 1973–outstanding scholars in the field presented and gave critiques of the following papers: (1) The Theory of Employment and Wages in Nonprofit Industry; (2) The Incidence of Strikes in Public Employment; (3) The Demand for Labor in the Public Sector; (4) Wage Determination in Public Schools and the Effects of Unionization; (5) The Effect of Government Ownership on Union Wages; and (6) Demand for Labor in a Nonprofit Market: University Faculty.

Proceedings of the conference are expected to be published in 1974.

4.30 WICHITA STATE UNIVERSITY
• WICHITA, KAN.

Grant 91-20-72-07

Dr. Glenn W. Miller, Department of Economics

Multiple Jobholding in Wichita, Kansas

This study, building on an earlier study devoted entirely to private industry employees, added a significant number of public service employees to its investigation. Data were gathered from a questionnaire mailed to more than 3,000 persons (of whom roughly 1,000 responded), including public school teachers, firemen, policemen, city and county health department personnel, classified employees of Wichita State University, and workers in an aircraft and a meat packing company. In addition, about 300 respondents, both single and multiple jobholders, were interviewed.

The findings indicated that: (1) Among male workers the peak years for multiple jobholding were from 20 to 45, with over 30 percent of workers in this age group holding two jobs; (2) roughly one-third of the high school graduates who had some college but no degree were holding more than one job; (3) the percentage of dual jobholders rose with the number of dependents; (4) teachers who moonlighted tended to be higher salaried and better educated than those that did not; (5) three out of four firemen held a second job, in great part because their work schedule encouraged it; (6) about two-fifths of the policemen worked a second job; and (7) less than one-fifth of workers in the aircraft company reported multiple jobholding.

*NTIS–PB 213671.

REPORTS

4.31
California, University of, Berkeley–Sara Behman, No. 91-05-67-61.

Productivity Change for Carpenters and Other Occupations in the Building of Single-Family Dwellings and Related Policy Issues

NTIS–PB 203500.

4.32
Columbia University–Stanley L. Friedlander, assisted by Robert Shick, No. 81-34-68-44.

Unemployment in the Urban Core: An Analysis of Thirty Cities with Policy Recommendations

Praeger Publishers, Inc., New York, 1972 ($16.50).

4.33
Harvard University–Richard B. Freeman, No. 81-23-68-37.

Engineers and Scientists in the Industrial Economy

MA/ORD.

4.34
Indiana University Foundation–C. L. Christenson and W. H. Andrews, Nos. 91-16-66-32 and 91-16-67-40.

Manpower and Technology in Bituminous Coal Mining: 1956-70

NTIS–PB 195004.

4.35
Johns Hopkins University, The–Michael D. Ornstein, No. 91-24-71-01.

Entry into the American Labor Force

NTIS–PB 211813 ($6).

4.36
Kennedy Memorial, The Robert F.–Frederick Adrian Siegler, No. 41-9-006-09.

On Hustling

MA/ORD.

4.37
Loyola University–Ronald G. Ehrenberg, No. 91-17-71-26.

An Economic Analysis of the Demand for State and Local Government Employees

NTIS–PB 202894.

4.38
Michigan State University–Editors B. F. Cargill and G. E. Rossmiller, No. 81-24-68-42.

Fruit and Vegetable Harvest Mechanization

Report 1: Technological Implications

Rural Manpower Report No. 16, American Society of Agricultural Engineers, St. Joseph, Mich. 49085, and Bulletin Office, Agriculture Hall, Michigan State University, East Lansing, Mich. 48823 ($3.50).

Report 2: Manpower Implications

Rural Manpower Report No. 17, Bulletin Office, Agriculture Hall, Michigan State University, East Lansing, Mich. 48823 ($2.50).

Report 3: Policy Implications

Rural Manpower Report No. 18, Bulletin Office, Agriculture Hall, Michigan State University, East Lansing, Mich. 48823 ($2).

4.39
Missouri, University of, St. Louis–Sara Smith Sutker, No. 91-29-71-29.

Relationships Between Changing Residence Location and Labor Performance for Black New Resident Households in an Inner Suburb

NTIS–PB 209569.

4.40
National Civil Service League–Bennett Harrison, No. 91-11-71-05.

Employment of Ghetto Residents: Three Studies on Employment Policy for the Urban Ghetto ("The Distribution and Scale of Industrial and Commercial Activity in the Urban Ghetto," "The Participation of Ghetto Residents in the Model Cities Program," and "Public Sector Wages and the Working Poor")

NTIS–PB 221088 ($4.85).

4.41
National Science Foundation–Robert W. Cain, No. 82-11-71-28.

Unemployment Rates and Employment Characteristics for Scientists and Engineers, 1971, (NSF 72-307) (GPO–$1.75). Additional highlights on survey results are available in "Unemployment Rates for Engineers, June-July 1971," and "Unemployment Rates for Scientists, Spring 1971," (Washington: National Science Foundation, 1971, NSF 71-33 and NSF 71-26).

4.42
Oregon, University of–Donald A. Watson, No. 91-39-66-38.

An Input-Output Model for State Manpower Projections

NTIS–PB 193588.

4.43
Pennsylvania State University, The–James S. Holt, Reuben W. Hecht, and Neil B. Gingrich, No. 81-40-68-12.

Agricultural Labor in the Northeast States; Agricultural Labor Statistics with Special Reference to the Northeast States (A Statistical Supplement)

NTIS–PB 197868; PB 197867 (supplement).

4.44
Temple University–Kenneth McLennan and Paul Seidenstat, No. 81-40-69-20.

New Businesses and Urban Employment Opportunities

D. C. Heath and Co., Lexington, Mass., 1972 ($12.50).

4.45
Texas A & M University–Paul B. Miller, No. 81-46-68-16.

The Role of Farm Labor Market Institutions in the Lower Rio Grande Valley of Texas

NTIS–PB 218318 ($11.50).

EMPLOYER PRACTICES

ONGOING PROJECTS

4.46 BUREAU OF LABOR STATISTICS
U.S. DEPARTMENT OF LABOR
WASHINGTON, D.C.

Contract 81-11-71-16
Funded to July 1973

Emerson Beier, Division of General Compensation Structures

A Study of Private Pension Plan Provisions Giving Rise to Involuntary Retirement

This is a two-phase study of the extent and nature of private pension plan provisions giving rise to involuntary retirement. It was undertaken in response to the requirement in Section 5 of the Age Discrimination in Employment Act of 1967.

The first phase, consisting of a broad analysis of the provisions of private pension plans for 1967 and 1971 under which older workers may be forced to retire, has been completed. Results have been published in the Department of Labor's *Monthly Labor Review*, April 1973. The second phase, presently underway, will determine the feasibility of a larger study to explore the perceptions of workers who retired under these provisions and the impact of these provisions on them.

4.47 UNIVERSITY OF CALIFORNIA, LOS ANGELES
LOS ANGELES, CALIF.

Contract 81-06-72-09
Funded to August 31, 1973

Dr. Louis E. Davis, Graduate School of Management

Research, Intervention, and Experience in Enhancing the Quality of Working Life

This project is designed to provide a comprehensive and up-to-date compilation and analysis of professional and business literature concerning strategies for improving the quality of work and working life. An annotated bibliography of books, articles, and research reports, both published and unpublished, between 1957 and 1972 has been produced. An analytical summary of the literature will cover theoretical issues, research findings, and the likely direction of future research.

*The Quality of Working Life: An Annotated Bibliography, 1957-1972

NTIS–PB 218380 ($6) (Also available from the contractor, $5.50).

4.48 CARNEGIE-MELLON UNIVERSITY
PITTSBURGH, PA.

Grant 21-42-73-43
Funded to November 15, 1974

Dr. Myron L. Joseph, Graduate School of Industrial Administration

Study of Public Utility Internal Labor Market

This project–the outgrowth of a feasibility study (see 4.54)–will examine the effects of the employment policies of a public utilities firm on the composition and advancement of different groups in its work force. It will examine the firm's recruiting practices and internal labor market.

Data for the study will come from: (1) Interviews with company personnel and industrial relations officials; (2) the files of job applicants and the records of the personnel, payroll, and industrial relations sections; and (3) an analysis of the factors governing the selection of persons, including those in managerial positions, for promotion, and the success of those selected in supervisory positions.

4.49 CENTER FOR RESEARCH ON THE ACTS OF MAN
PHILADELPHIA, PA.

Grant 21-42-73-07
Funded to October 31, 1973

Dr. Samuel Z. Klausner

Services at the Workplace: An Analysis of Experience and Assessment of Feasibility

The objectives of this project are: (1) To examine how workers in selected establishments meet their needs for personal and community services; (2) to assess the impact of some of the services now offered at, or in conjunction with, the workplace; (3) to test hypotheses regarding the cultural, attitudinal, and work-structured conditions which may determine the feasibility of particular services for particular worker constituencies in particular work settings; and (4) to recommend an operational research model for integrating occupational life, leisure pursuits, and general life support activities through a reconstruction of workplace services.

The grantee will survey the literature on workplace services in the United States and in selected other countries, establish selection criteria, and conduct intensive case studies of services in four types of work settings. Social and economic data on worker characteristics and needs and on workplace services in a number of worksites will be analyzed in an attempt to specify the effect of work settings on the attitudes of workers and on workplace services. Economic data will be analyzed to assess the benefits of workplace services to the worker, the employer, and the surrounding community.

4.50 MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Grant 21-25-73-36
Funded to December 31, 1973

Lester Thurow

Wage Versus Job Competition

The investigator agrees that, in addition to wage competition, the economy is characterized by job competition in which workers' background characteristics are used by employers to select workers and to predict potential success on the job and extent of training needed. He is examining data from the Current Population Surveys and the Census to determine how different types of education and manpower training programs affect the distribution of earnings in areas characterized by job competition.

4.51 HUNTER COLLEGE OF THE CITY UNIVERSITY OF NEW YORK
NEW YORK, N.Y.

Grant 21-36-73-08
Funded to September 30, 1973

Dr. Hans B. C. Spiegel, Department of Urban Affairs

Supplemental Uses of the Workplace

The objectives of this study are: (1) To determine the existence of, develop a terminology for, and examine the attitudes about, services currently provided through selected places of employment; (2) to assess the prevalence of such services and measure their impact upon personal, family, and community needs, work satisfaction, and work performance; and (3) to recommend other services or combinations of services that lend themselves to delivery at, or through, the workplace.

Through interviews, small group conferences, and consultations with employers, employees, union and community officials, data will be gathered on the existing level of workplace services. These services will be examined according to whether they offer: Individual private benefits to workers, collective benefits to groups of workers, and social benefits to the community. Operational research models for testing new services or service combinations will include an articulation of the objectives to be met by the services and the functions the workplace would be expected to host or perform. The project will also establish criteria for measuring the impact of the services.

4.52 STATE OF WISCONSIN DEPARTMENT OF INDUSTRY, LABOR, AND HUMAN RELATIONS
MADISON, WIS.

Grant 21-55-73-22
Funded to February 1974

Jennifer Gerner, Department of Economics, The University of Wisconsin

Wisconsin Maternity Leave and Fringe Benefits: Policies, Practices, and Problems

This study is examining the current policies and practices of employers and unions and their effects on employment patterns for women.

The researchers are interviewing employers, union representatives, and workers in 200 Wisconsin firms; analyzing labor-management contracts and personnel policies relating to maternity leave, and to the different treatment accorded men and women in such matters as wages, fringe benefits, and work rules; and ascertaining workers' perceptions of equal opportunity in employment.

COMPLETED PROJECTS

4.53 AMERICAN INSTITUTES FOR RESEARCH
- SILVER SPRING, MD.

Contract 81-11-72-11

Dr. Albert S. Glickman and Zenia H. Brown

Changing Schedules of Work: Patterns and Implications

The study examined existing literature and recent experiences with new work schedules, such as the 4-day week, and flexible time schedules.

The authors foresaw increasing flexibility in working hours, which workers want and which a growing number of jobs permit. Because of tradeoffs among various nonwork and work options, however, they found it difficult to assess the probable net impact of this trend on the quality of life. They called for further research on the problems of psychological and sociological adjustment and the need for changes in institutions which will stem from changes in leisure/work patterns.

*NTIS–PB 219117 ($5.45).

4.54 CARNEGIE-MELLON UNIVERSITY
- PITTSBURGH, PA.

Grant 92-42-72-34

Dr. Myron L. Joseph, Graduate School of Industrial Administration

Feasibility Study for Research on Public Utility Internal Labor Market

To assess the feasibility of a study in the Pittsburgh area, this project: (1) Made contacts with public utilities officials to obtain their cooperation; (2) examined manpower data maintained by the cooperating firm; and (3) considered possible analytical procedures in light of the objective of the study, the constraints imposed by the firm, and data availability.

The grantee received the cooperation of a public utility firm to conduct a demonstration study of its personnel programs and policies and an analysis of its internal labor market (see 4.48).

REPORTS

4.55
Atlanta University–David E. Kidder and Alice E. Kidder, No. 91-11-69-33.

Negro and White Perception of Company Employment Policy in the South

NTIS–PB 201290.

4.56
Boston University–No. 51-23-70-04.

Impact Upon the Organization of Hiring the Disadvantaged: Report of a Study of Two Companies

NTIS–PB 205306.

WORKER ATTITUDES

ONGOING PROJECTS

4.57 AMERICAN JEWISH COMMITTEE NEW YORK, N.Y.

Grant 92-36-72-23
Funded to September 1973

Dr. Jules Cohn, Institute of Human Relations

Organizational Experiences and Their Effects on the Attitudes of Employees, Including the Disadvantaged, Toward Work

This project has two major objectives: (1) To organize and analyze available findings on the attitudes of employees, particularly the disadvantaged, toward their work and the organizational environment; and (2) to search the expanding body of literature growing out of the current "humanization of work" movement for significant themes for the future study of worker motivation.

Among themes the project has identified for description and analysis are: (1) The nature and meaning of the attachments, both formal and informal, that develop among employees; (2) the processes by which employees adapt to work requirements; (3) the processes by which they adapt to formal and informal requirements of the work setting and the organizational environment; (4) the processes by which the organization and particular groups within it bring about adaptation by new employees; (5) a typology of networks, both formal and informal, for interaction and communication among newly hired and old employees; (6) the variables that determine how different categories of employees will relate to these networks–variables of prior training and education, social class, cultural, ethnic, and racial background, and organizational status; (7) the variables, if any, which affect the impact of employee attitudes on the quality of the organizational setting, including type of organization (by size, industry, management style, age of organization, socioeconomic backgrounds of managers, region, etc.) and types of employees (skilled or unskilled, socioeconomic backgrounds, attitudes toward work, etc.); (8) the processes by which changes occur in employee attitudes toward the organization and work assignments; (9) the processes by which changes occur in management style; and (10) the processes by which changes occur in the organizational setting itself.

Findings will help illuminate issues that bear not only upon employee morale and job satisfaction but also upon productivity and turnover rates.

4.58 THE UNIVERSITY OF MICHIGAN ANN ARBOR, MICH.

Grant 91-26-72-12
Scheduled for completion in FY 1974

Dr. Kent H. Marquis, Survey Research Center

Interaction Effects of Personality, Job Training, and Labor Market Conditions on Personal Employment and Income

This project builds on earlier research which indicates that strongly motivated people with high expectations fare worse economically after training than those whose motivations and expectations are low. Its objectives are to test more fully traditional and new hypotheses about the interaction of personality with training and labor market conditions; to refine and validate new personality assessment devices pertaining to job market success; and to examine change and stability in expectations for success as a function of other personality variables, training, labor market conditions, and prior levels of expectancy.

The grantee is interviewing three groups: (1) Ninety subjects, interviewed for the original study, to obtain current job histories and further measures of motivation and expectations; (2) a new sample of 100 men, to be interviewed and tested as they enter training, at intervals during training, and upon completion or termination of training; and (3) a control group of 50 men, matched by demographic characteristics, employment backgrounds, and skill levels with the 100 new trainees.

4.59 THE UNIVERSITY OF MICHIGAN ANN ARBOR, MICH.

Grant 91-26-72-23
Scheduled for completion in FY 1974

Dr. Sidney Cobb and Dr. Robert P. Quinn, Survey Research Center

Adjusting to Employment Termination

This is the final phase of a longitudinal investigation of the effects of job loss on physical and mental health. Two plants—one located in metropolitan Detroit and the other in a small rural community in southeast Michigan—form a backdrop for the study. The sample consists of 237 married men (including controls), aged 35 to 60 and mostly white, who were displaced from a variety of low-skill, blue-collar jobs when the plants shut down permanently. The subjects were observed at regular intervals over 2 years as they went through stages of anticipation of job loss, plant closing and job termination, unemployment, reemployment, and stable reemployment. Public health nurses visited the men to conduct physical checkups and to gather economic, demographic, social-psychological, and health data.

Identifying personal and familial variables related to adjustment to job loss is the objective of the research.

4.60 THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Grant 92-26-72-35
Funded to September 30, 1973

Dr. Stanley E. Seashore, Dr. Robert P. Quinn, and Edward E. Lawler

Effectiveness in Work Roles

This study is investigating the behavioral consequences of work attitudes to the worker, the organization that employs him, and society in general. It also aims to determine the accuracy of workers' reports of their conditions of employment, and the validity of their descriptions of their job behaviors (productivity, turnover, absenteeism).

Data concerning some 675 workers, representing samples of the work force of five different types of organizations, are being obtained through personal interviews, workplace and behavioral observations, supervisory and peer ratings, and company records. An anticipated second phase of the research will replicate the study in the same organizations to test the stability of the earlier findings and measure the effect of any changes that may have taken place in the organizations. This design will also permit judgments of causality in relationships between working conditions and effectiveness, the measurement of the impact of episodic and transient events on worker attitudes and behaviors, and the investigation of adaptive responses over time.

4.61 THE PENNSYLVANIA STATE UNIVERSITY
UNIVERSITY PARK, PA.

Contract 81-11-72-04
Funded to February 28, 1974

Dr. David Gottlieb, College of Human Development

Youth and the Meaning of Work

The first phase of this research examined the attitudes toward work and career of a sample of 1,860 college seniors in five Pennsylvania colleges. The vast majority expressed favorable attitudes toward work and saw it as a necessary part of adult life. But they emphasized work as a means of improving oneself and society, not as a means of obtaining wealth, power, and prestige.

The study also found that women anticipated working as school teachers, social workers, guidance counselors, nurses, and health technicians—fields traditionally occupied by women. On the other hand, men were more likely to anticipate enrollment in graduate school, or work in science or engineering professions or business administration. Consistent with these career choices, women expected to earn less than men.

In addition, low-income, first-generation college students and black students expected careers in relatively few fields. Very few blacks aimed at careers in law, medicine, science, or business. The more affluent students perceived a broader range of career alternatives.

Many students were not convinced they were leaving college with unique job skills, and most had received little if any information about the job market, what they could do if they did not find work in their own field, or what potential employers expected.

In the second phase of the research, the same young people will be reinterviewed a year after graduation to ascertain changes in their attitudes and perceptions about work and to examine the relationship between their earlier expectations and their current work or school status.

*NTIS–PB 217360 ($6).

4.62 RUTGERS–THE STATE UNIVERSITY NEW BRUNSWICK, N.J.

Grant 91-34-71-02 (formerly Grants 91-24-69-04 and 91-24-69-47 to the University of Michigan)
Scheduled for completion in FY 1974

Sandra S. Tangri

Effects of Background, Personality, College and Postcollege Experience on Women's Postgraduate Employment

This project follows up the researcher's dissertation, which associated background factors, personality characteristics, and college experiences of 200 college women with commitments to traditionally masculine professions. Using interviews and mail questionnaires, the present study attempts to answer the following questions about these same women 3 years after graduation:

1. What factors associated with aspirations predict perseverance in the chosen field?
2. What factors affect occupational commitment?
3. For what kind of woman does early marriage make career pursuits more likely?
4. What role do husbands play in these outcomes?

4.63 THE UNIVERSITY OF WISCONSIN MILWAUKEE, WIS.

Grant 91-55-72-27
Scheduled for completion in FY 1974

Dr. Alvin W. Wolfe, Department of Anthropology

Social Network Effects on Employment

This study attempts to find out how a person's social relationships influence his employment status and job satisfaction. Two groups of 20 subjects each–18 to 25 year old male high school graduates matched by ethnic background–constitute the sample. In one group, the subjects, whether or not employed, have indicated dissatisfaction with their employment status by actively seeking jobs; those in the second group are sufficiently content with their present jobs to forgo actively seeking new ones.

Through interviews with the subjects and their friends, families, and associates, the investigator is collecting data to describe and compare the characteristics of the personal social networks of people in contrasting employment situations.

4.64 THE UNIVERSITY OF WISCONSIN MADISON, WIS.

Grant 91-55-73-04
Scheduled for completion September 30, 1973

Dr. James L. Stern, Industrial Relations Research Institute

Influence of Psychological Attributes, Employment Search Patterns, Vocational Choice, and Demographic Characteristics on Earnings of Workers Terminated in a Plant Closure

To gain an accurate measure of the influence on earnings attributable to one vocational choice or job search procedure over another, particularly to the employment service's retraining and placement efforts, this project considers workers' job search patterns and personal and psychological characteristics as well as the conventional demographic and economic variables.

The sample consists of 500 male workers laid off during the 1968 shutdown of the Armour plant in Omaha, Neb. Data on age, educational attainment, skills, race, 1967 earnings from Armour, and post-shutdown vocational choice were collected from the sample in an earlier study when the plant closed. Interviews with 200 of the subjects just before closure yielded data on personal and psychological characteristics. The researcher is supplementing these data with information on the men's 1970 and 1971 earnings (from the Social Security Administration) and on those men who opened unemployment compensation accounts in the year following layoff (from the Nebraska Employment Service).

COMPLETED PROJECTS

4.65 CENTER FOR POLICY RESEARCH
• NEW YORK, N.Y.

Contract 81-34-70-04

Dr. Amitai Etzioni, Sally Hillsman Baker, Richard A. Hansen, and Dr. Marvin Sontag

Workers' Bureaucratic Predispositions and Job Requirements

In the belief that it would help match people to jobs, these researchers attempted to develop a measure of personality attributes that correspond to a tolerance for bureaucratic, structured, and regulated work situations, and a parallel measure of the degree of structure in various jobs.

A self-report questionnaire, Tolerance for Bureaucratic Structure (TBS), was developed and administered to over 2,500 individuals, including trainees in the Work Incentive and Concentrated Employment programs, bank clerical workers, office "temporaries," nursing students, cab drivers, and factory production workers. It was designed to measure attitudes toward authority, rules and regulations, highly structured and repetitious tasks, and delaying gratification.

A Job Description Questionnaire was developed and administered to about 200 supervisors to measure the degree to which such jobs were structured (the variety and challenge of tasks, the strictness and enforcement of rules for work performance and personal conduct, etc.).

The individual TBS scores varied according to several demographic and work history measures. Furthermore, persons with high scores tended to have higher ratings from their supervisors, to be more satisfied with their jobs if they were employed, and to stay longer on the job or in a training program than those with low scores.

Methodological problems prevented an analysis to determine whether these differences reflected a match between TBS and job structure, but other relationships tended to support the hypothesis that workers whose TBS scores match the structure of their jobs are more productive and better satisfied. Further research is needed before the TBS questionnaire can realize its potential as a helpful counseling tool.

*NTIS–PB 220828 ($8.75).

4.66 HOWARD UNIVERSITY
• WASHINGTON, D.C.

Grant 91-09-70-36

Dr. Martha T. Mednick, Department of Psychology

Motivational and Personality Factors Related to Career Goals of Black College Women

This study investigated the degree to which traditional and nontraditional career goals are sought by black college women in relation to selected background, attitudinal, and motivational factors.

Data for the study were obtained from two sets of respondents: A sample of 127 women at an urban black university, and 286 women at five schools in the Southeastern and Middle

Atlantic States. Tests to measure achievement motivation and fear of failure and questionnaires seeking information about occupational choice, family background, and attitudes toward militancy and sex-role issues were administered to the two groups.

The study found a higher degree of unconventional career choice than in previous research, with occupational aspirations—whether traditional or innovative—unrelated to family background. A generally high expectation of success in chosen fields, regardless of level of choice, was manifested. Militant attitudes were not related to level of career aspiration. Innovators and traditionalists were similar in their sex-role attitudes; they planned to combine family and career goals and saw no conflict between them.

*NTIS—PB 218969.

4.67 THE UNIVERSITY OF MICHIGAN
• ANN ARBOR, MICH.

Grant 91-26-71-06

William L. Cobb, Jr., Institute for Social Research

Motivation of the Black Worker: A Review of Traditional Approaches and Critical Issues in Current Theory

This study reviewed various hypotheses concerning the attitudes and behavior of the black worker, with particular focus on attempts to understand his special problems in terms of a motivation-situation dichotomy. The "motivation" approach recognizes social causes but stresses the motivational deficits of his culturally deprived background; the "situation" approach stresses the social and institutional aspects of the problem and calls for changes in the social structure and institutional arrangements. The study sought to determine how each approach independently serves to predict worker behavior within an overall "expectancy theory" framework, and to explore the advantages and limitations of an expectancy theory model for discussing the problems of black workers.

It found that whereas neither approach of itself seemed adequate to account for the observed behavior of the black worker, an expectancy theory hypothesis would force a consideration of both the psychological factors and the situational constraints of the worker's environment. Issues suggested as critical to black workers within an expectancy theory framework and important questions leading to a reconsideration of contemporary expectancy approaches are discussed in the report.

*NTIS—PB 215704.

4.68 THE UNIVERSITY OF MICHIGAN
• ANN ARBOR, MICH.

Contract 81-26-72-05

Dr. Jerald Graybill Bachman, Survey Research Center

The Work Attitudes and Early Occupational Experiences of Young Men—Analysis Based on a 4-Year Longitudinal Study

This study is part of the Youth in Transition Project, a longitudinal study of young men in the high school class of 1969. They were first interviewed in the fall of 1966 in the 10th grade, then at the end of the 11th and 12th grades, and finally 1 year later. This report focuses on work-related aspects of their lives, especially attitudes to work, part-time jobs while attending high school, and full-time jobs during the year after high school.

Their descriptions of the ideal job, obtained in all four interviews, were used to construct two indexes: *Job payoff*—the importance attached to having a job that provides good pay, security, and chances for advancement; and *job challenge*—the desire for a job that teaches new things, uses present skills, and requires hard work and responsibility.

Job payoff was rated important by most throughout high school and was largely unrelated to the other variables. Job challenge revealed a number of trends and relationships. Those who subsequently entered college consistently showed high preferences for challenge, with slightly higher levels for those entering 4-year institutions than for those entering junior and community colleges. Those who entered military service began the 10th grade with relatively low desire for job challenge, and then showed a large and steady increase throughout high school and the year after. Those who entered technical/vocational schools and civilian jobs after high school started out rather low in desire for job challenge and then showed a moderate increase throughout high school. The youth who later were unemployed showed the lowest scores on challenge in both the 10th grade and 1 year after high school.

The researcher inferred that the needs for self-actualization embodied in the desire for challenge are transmitted partly through the family, but that time, association with peers, and unknown factors interact to raise the needs of those in lower socioeconomic levels.

The jobs held by those who began work immediately after high school fitted fairly well with their ideal jobs in terms of security and having friendly people to work with. However, pay, opportunities for advancement, and use of skills fell considerably short of expectations. Despite this, these young workers showed fairly high levels of satisfaction with their current work–contrary to much that has been written recently about alienation of the young worker. Meaningfulness, payoff, and challenge seemed to be important in determining work satisfaction; autonomy and supervisory characteristics had less impact.

For those who were employed, three predictors showed a clear association with the status of the job attained: Intelligence, family background, and the urbanization of the area of residence. This finding led the author to conclude that an individual's chances for a good entry job are influenced more by factors of ability, background, and economic environment than by events during high school.

4.69 RECRUITING MANAGEMENT CONSULTANTS, INC.

• NEW YORK, N.Y.

Contract 81-36-71-07

Evelyn S. Freeman

A Study of Black Male Professionals in Industry

This study analyzed the problems confronting black professionals in industry. The researchers interviewed 500 black male professionals, reviewed their careers, and analyzed their progress and their attitudes toward the industrial system. They also interviewed the immediate supervisors of a few of these men about their attitudes toward and evaluation of the men's work performance and work relationships.

About half of the black professionals were satisfied with their career progress, and close to half expected to achieve their job aspirations while working for their present company. Nevertheless, three out of five felt that they did not have the same opportunity as white business professionals in their firms. They felt there was a ceiling on how far they could go and that the ceiling was rather low. Few of them were in supervisory or managerial positions. The average salary did not increase beyond the ninth year of service, though some had worked in the same firm more than 25 years. Average current salary was about $15,000 a year and average total industrial experience was 6-1/2 years.

Managers were more optimistic about advancement opportunities for minorities and far more likely to think that the equal opportunity programs of their firms were effective.

*1. NTIS–PB218832 ($6).
MA/ORD.

*2. Manpower Research Monograph No. 26–A summary of the study by Dr. Theresa R. Shapiro, Louisiana State University; GPO–$.35.

REPORTS

4.70
Bowling Green State University–Robert M. Guion, Nos. 91-37-66-71 and 91-37-67-39.

The Meaning of Work and Its Relation to the Development of the Motivation to Work

NTIS–PB 198580.

4.71
Michigan, The University of–Joseph Veroff, Robert Lyman Hubbard, and Kent H. Marquis, No. 91-24-70-15.

Components of Achievement Motivation as Predictors of Potential for Economic Change

NTIS–PB 202824 (vol. 1): PB 202825 (vol. 2, appendices).

4.72
New York University–Raymond A. Katzell, Robert B. Ewen, and Abraham K. Korman, No. 41-8-006-34.

The Job Attitudes of Workers from Different Ethnic Backgrounds

NTIS–PB 194777.

4.73
Purdue Research Foundation–William K. LeBold and Donald A. Wood, No. 91-16-68-36.

A Multivariate Analysis of Engineering Job Satisfaction

NTIS–PB 197738; "The Multivariate Nature of Professional Job Satisfaction," *Personnel Psychology*, Summer 1970, pp. 173-189.

4.74
Rochester, University of–Dean H. Harper, Nos. 91-34-66-48 and 91-34-67-53.

The Relationship of Migrant Workers' Attitudes and Behavior to Their Work Environment

NTIS–PB 199772.

5. MANPOWER, ECONOMIC, AND SOCIAL POLICIES

GENERAL

ONGOING PROJECTS

5.1 BUREAU OF LABOR STATISTICS U.S. DEPARTMENT OF LABOR WASHINGTON, D.C.

Contract 81-11-72-16 (formerly 81-11-71-11)
Funded to June 30, 1974

Ronald E. Kutscher, Division of Economic Growth

The Manpower Impact of Government Programs and Policies

This project's objective is to develop a system to evaluate the manpower consequences of proposed changes in major Federal programs and policies in sufficient detail (industry and occupation) to identify the potential problem areas.

A manpower handbook, now being completed, will enable agency administrators to estimate both the public and private employment effects of Federal programs. It will explain how to convert dollar estimates for various types of programs and expenditures into employment requirements by industry and occupation.

To further develop the methodology and broaden the scope of manpower requirement estimates, studies were initiated in early 1973 on the direct and indirect employment effects of four additional Federal programs: The Health Resources program, the Manpower Institutional Training program, the Veterans Administration medical programs, and the space shuttle of the National Aeronautics and Space Administration.

During fiscal year 1974, BLS will work with other agencies to apply the handbook in measuring the manpower impact of selected ongoing programs. Work will be undertaken also on the local manpower impact of some specific Government expenditures for goods or services.

Meanwhile, BLS is studying various uses of the impact analyses, types of data, and models needed to accomplish these analyses, and the limitations of the current research program. Further work will be designed to fulfill the Department's obligation, under the directive in the 1972 *Manpower Report of the President*, to develop recommendations on the most effective mechanisms for assessing the manpower impact of Federal budget, program, and policy actions.

5.2 U.S. DEPARTMENT OF DEFENSE WASHINGTON, D.C.

Contract 81-09-69-23
Funded to September 1973

Aaron B. Nadell, Manpower Development Division, Air Force Human Resources Laboratory, Air Force Systems Command

Effects of Military Experience on Project 100,000 Men

This study is examining the impact of military service on young men accepted under the lowered mental test standards which applied in Project 100,000. Information on the experience, including training in the military and in post-military life, of these so-called New Standards men will be compared with data collected from a control group of men disqualified for service on mental test grounds. The study is designed to yield information that will be useful in assessing military manpower procurement policies as well as the civilian carryover of military training. The Veterans Administration is also providing support for the project.

5.3 INSTITUTE OF PUBLIC ADMINISTRATION NEW YORK, N.Y.

Grant No. 92-36-72-28
Funded to October 1973

Alan L. Madian

The Employment Impact of Multinational Corporations

This is a "state-of-the-art" study summarizing available information and sources of more information on the U.S. employment impact of multinational corporations and international trade.

The first report on the study describes econometric models which can be used to calculate probable effects of multinational companies on domestic employment under various policy positions ranging from free trade to protectionism. It employs both descriptive analysis of the competitive dynamics of various trade policy models and quantitative elaboration of these models and their consequences.

In process are two additional reports: (1) A review and analysis of studies of multinational corporations and international trade as they bear on employment; (2) a review of production indexes, new plants, plant expansions, and plant closings to verify and supplement the conclusions of more theoretical studies.

*A Survey of Econometric Models of Potential Use in Assessing Manpower Impacts of Multinational Company Operations, by Edwin S. Rubenstein

NTIS.

5.4 UNIVERSITY OF MASSACHUSETTS AMHERST, MASS.

Grant 91-23-68-27
Scheduled for completion in FY 1974

Solomon Barkin, Labor Relations and Research Center

A Study of National Manpower Policies in OECD Countries

This study attempts to distill lessons for current manpower programs in the United States by analyzing the experience of the countries belonging to the Organization for Economic Cooperation and Development (OECD) and the research generated by OECD. Considering the manpower field as an integrated system, the study covers the following subjects: Objectives; national economic and social problems; systems for determining priorities for their solutions; policymaking systems; research; statistics and data collection resources; administration of recruitment; development of the appropriate quality of manpower; stimulation of the demand for labor; organization and operation of the job market; systems of enterprise; and programs for optimum productivity of the work force.

The researcher is drawing on the resources and knowledge acquired during 5 years with the Manpower and Social Affairs Directorate of the OECD, supplemented by correspondence with officials in the OECD and member countries.

5.5 UNIVERSITY OF MASSACHUSETTS AMHERST, MASS.

Grant 91-23-69-20
Scheduled for completion FY 1974

Solomon Barkin, Labor Relations and Research Center

Manpower Policy and Programs: Tools for Economic Policy—A Planning Project

This project explores the interrelationships between economic and manpower policy objectives, instruments, measures, and behavior, as developed in the Federal Government. A series of studies is being outlined in the following major areas: (1) Manpower aids to the promotion of economic objectives; (2) manpower aspects of the impact of major economic tools; (3) economic measures for advancing manpower objectives; and (4) economists' tools in the development of manpower programs.

This project will result in: (1) A report on the relationship between economic and manpower policy; and (2) a plan for a series of seminars at which the subjects of highest priority would be discussed on the basis of policy-oriented papers to be prepared by subject-area specialists. In addition, an annotated bibliography is being compiled of current writings on the topics considered in the program.

5.6 NATIONAL MANPOWER POLICY TASK FORCE
WASHINGTON, D.C.

Contract 81-11-71-09 (formerly Contract 81-09-66-31)
Funded to June 1975

Dr. Sar A. Levitan

Manpower Research and the Formation of Manpower Policy

Working closely with Government and the research community, the National Manpower Policy Task Force is reviewing current manpower information and assessing it in relation to the need for new policies, programs, and research. Special papers and reports are being prepared on priority policy issues.

The Politics of Comprehensive Manpower Legislation, the most recently completed study, examined the political and social ramifications of recent efforts to develop comprehensive manpower programs. It centered on the Executive Branch and the Congress, which first considered basic reform of the Federal manpower system in 1969, and analyzed the ideological differences that ultimately caused the failure of the reform efforts. It also documented the need for a coordinated manpower planning and delivery system and outlined a plan for "guided decentralization" of Federal manpower programs, based on uniform nationwide criteria but squarely placing responsibility for carrying out programs in the hands of State and local governments. Considerable attention was given to such timely issues as revenue sharing, decategorization of programs, and the role of the employment service.

Other task force activities include the evaluation, especially from a policy standpoint, of dissertations completed under the Manpower Administration's dissertation grants program (see Chapter 6) and the sponsorship of an annual conference of recent recipients of dissertation grants (see 6.117).

**The Politics of Comprehensive Manpower Legislation,* by Roger H. Davidson

Policy Studies in Employment and Welfare No. 15, The Johns Hopkins University Press, Baltimore, Md., 1972 ($2.50).

*For other reports completed under this and predecessor contracts, see 1.26 and 2.29.

5.7 NATIONAL PLANNING ASSOCIATION
WASHINGTON, D.C.

Grant 21-11-73-34 (formerly Contract 82-11-71-08)
Funded to February 15, 1974

Dr. Leonard A. Lecht

System for Collecting Advance Information on Character and Extent of Employment Generated by New Government Contracts

The first phase of this project established the feasibility of an advance warning system to provide information about the local impact of Federal procurement contracts which can facilitate efforts to expand the employment, upgrading, and training options available to the unemployed or underemployed.

Concentrating on a major naval defense contract, the researcher developed information required in an early warning system from a variety of sources, including Government and private employers. With the concurrence of Manpower Administration officials at the Federal and State levels, the training needs and the training programs generated by the contract were then examined.

These two steps yielded: (1) A prototype of the flow of information–from the point of contract award to the point of hiring–relative to the nature and extent of employment that large contracts could be expected to generate; and (2) a description of the type and number of training programs developed, and assessment of the accuracy of estimates of occupational requirements and the effectiveness of training programs in meeting labor needs.

The project is now analyzing three new contracts: Construction projects by the Corps of Engineers, the space shuttle of the National Aeronautics and Space Administration, and the production of cars for the New York subway system. The results are expected to be of value to local manpower planners in developing an advance warning system to identify upcoming job opportunities, and in making the mandatory job listing program more useful to Government contractors and job applicants at the employment service.

5.8 NEW YORK UNIVERSITY
NEW YORK, N.Y.

Grant 91-36-73-01
Scheduled for completion August 1, 1973

Dr. Bruno Stein, Department of Economics

Public Assistance and Manpower Policy: A Survey of the British Experience

This study explores the relationship between British manpower and income maintenance policies and its implications for U.S. policy planning. The focus of the analysis is on Great Britain's recently enacted Family Income Supplement Program, whose incentive features resemble the economic inducements of the Family Assistance Plan which was proposed in the United States a few years ago.

After reviewing and summarizing British literature on the subject, the researcher formulated points of similarity and difference between British and U.S. policies, practices, and program objectives. He then interviewed British policy planners and administrators to elicit information on how the programs are working and what the problems are.

5.9 NORTH TEXAS STATE UNIVERSITY
DENTON, TEX.

Grant 91-48-72-10
Scheduled for completion in FY 1974

Dr. Sam B. Barton, Department of Economics

The Impact of Recent Legislative and Administrative Changes on Workmen's Compensation in Texas

This project appraises the operation of the Texas workmen's compensation system in light of recent changes in the authorizing law and in the personnel and administrative procedures of the Industrial Accident Board.

In the researcher's earlier study of the system, performance indexes were developed from a sample of 5,000 cases processed from September 1966 to August 1967. These indexes were based on such injury claims data as industry, occupation, description of accident, medical report, nature of injury, extent of disability, hospitalization, wages and benefits, type of settlement, issues in dispute, disposition of case, and time lapse between the stages of claim processing.

This information is being compared with corresponding data for a random sample of 1,000 cases currently on file with the Industrial Accident Board. In addition, opinions about the nature, extent, and effects of administrative change brought about by the legislative revisions and new board personnel are being solicited through interviews with and questionnaires mailed to insurance company representatives, injured workers, doctors, hospital personnel, lawyers, judges, and union officials.

5.10 THE RAND CORPORATION
SANTA MONICA, CALIF.

Grant 21-06-73-50
Funded to June 30, 1975

Dr. Julie DaVanzo

Assessing the Impact of Human Resource Development Policies on Geographic Mobility

This study will utilize longitudinal data to assess the effects of alternative human resource development policies on the volume, direction, and demographic composition of U.S. interregional migration flows. The model to be developed will depart from previous research by studying the moving patterns of families, rather than individuals, to determine whether new human resource migration policies are needed. Data from the Ohio State national longitudinal surveys (see 4.25) and the University of Michigan income dynamics panel will be used to analyze the factors affecting the family migration process. These will include family place of origin, place of potential destination, and factors internal to the family.

5.11 THE URBAN INSTITUTE
WASHINGTON, D.C.

Grant 92-11-72-36 (formerly Contract 82-09-68-44)
Funded to June 30, 1974

Dr. Charles C. Holt, Dr. Ralph E. Smith, Dr. Richard S. Toikka, and William J. Scanlon

Labor Markets, Inflation, and Manpower Policy

This project consists of empirical and theoretical studies of the operation of labor markets, their role in the inflation process, and the implications for manpower programs and policies. The stress is on the job search and labor turnover dynamics of segmented labor markets, which preliminary analyses showed to be of critical importance. Within a system framework, individual studies are based on a research design which proceeds to increasingly complete and realistic models. Accomplishments during fiscal year 1973 are described below.

(1) The development and testing of a model for predicting stocks of vacancies and unemployment, which previous work had shown to be inversely related, suggested the need for data on the flows of accessions and separations, whose equilibria determine the stocks. (2) A study of the effects of the demographic, occupational, and industrial dispersion of unemployment on the rate of inflation not only confirmed that growing dispersion increases inflation, but also derived a new measure of dispersion based on labor market structure which attributed much of the recent worsening in the tradeoff between inflation and unemployment to the expansion of labor force groups subject to high unemployment. (3) An exploratory analysis of two sets of data showed that the "discouraged worker" phenomenon of withdrawal from the labor force during periods of high unemployment tends to persist during economic recovery. (4) An analysis of data on entry to and exit from the labor force traced the discouraged worker effect to the increased probability of a worker's leaving the labor force if he is unemployed. (5) The differences in black and white unemployment rates were traced primarily to differences of turnover rates through an analysis of the dynamic determinants of turnover and the duration of job search which used entry-exit data for eight age-sex-race groups.

Currently, these data are being used to construct a model which will use an index of aggregate job vacancies and population data for the eight age-sex-race groups to predict monthly employment, unemployment, and labor force participation for each group. The model will incorporate estimated behavioral relations that predict the flows of workers into and out of the labor force, employment, and unemployment.

Later research will expand the model to include wage dynamics and will refine it to take account of occupation, region, and industry if data are available. Ultimately, it is hoped to predict the indirect repercussions of programs and policies by developing and testing models that will reflect with improving accuracy and detail the structure of labor markets and the wage-price interactions in the inflation process.

The following project-related reports can be ordered from the Urban Institute, 2100 M Street, N.W., Washington, D.C. 20037. Single copies of those without a price are available free upon request so long as the supply lasts. Those designated as Working Papers should be ordered *direct from the authors* at the Institute.

**Dynamic Determinants of Labor Force Participation: Evidence from Gross Change Data*, by Ralph E. Smith (Urban Institute Working Paper 350-49, May 1973).

*"The Dynamic Effect of Unemployment on Labor Force Participation," by Stuart O. Schweitzer and Ralph E. Smith, *Proceedings of the American Statistical Association Business and Economic Section*, 1972 (Urban Institute Reprint 350-48, 50¢).

**Early Unemployment and the Persistence of the Discouraged Worker Effect*, by Stuart O. Schweitzer and Ralph E. Smith (Urban Institute Working Paper 350-55, September 1972).

*"An Economic Evaluation of Urban Development," by C. Duncan MacRae, John C. Lincoln Institute, 1970, *Explorations in Urban Land Economics* pp. 27-50 (Urban Institute Reprint 27-350-14, 50¢).

*"Economic Subsidies in the Urban Ghetto," by Robert W. Crandall and C. Duncan MacRae, *Social Science Quarterly*, December 1971, pp. 492-507, (50¢).

**A Gross Change Analysis of the Demographic Composition of Employment and Unemployment*, by C. Duncan MacRae and Ralph E. Smith (Urban Institute Working Paper 350-38, May 1973).

*"Help Wanted Advertising, Aggregate Unemployment, and Structural Change," by C. Duncan MacRae and Stuart O. Schweitzer, Industrial Relations Research Association, *Proceedings of the Twenty-Third Annual Winter Meeting*, pp. 87-96 (Urban Institute Reprint 350-23, 50¢).

*"Job Search, Labor Turnover, and the Phillips Curve: An International Comparison," by Charles C. Holt, C. Duncan MacRae, and Stuart O. Schweitzer, American Statistical Association, 1970, *Proceedings of the Business and Economic Section*, pp. 560-564 (Urban Institute Reprint 84-350-24, 50¢).

*"A Job Search-Turnover Analysis of the Black-White Unemployment Ratio," by Ralph E. Smith and Charles C. Holt, Industrial Relations Research Association, *Proceedings of the Twenty-Third Annual Winter Meeting*, pp. 76-86 (Urban Institute Reprint 69-350-26, 1971, 50¢).

*"A Manpower Approach to the Unemployment-Inflation Dilemma," by Charles C. Holt, C. Duncan MacRae, Stuart O. Schweitzer, and Ralph E. Smith, *Monthly Labor Review*, May 1971, pp. 51-54 (Urban Institute Reprint 70-350-25, 50¢).

*"Manpower Policies to Reduce Inflation and Unemployment," by Charles C. Holt, C. Duncan MacRae, Stuart O. Schweitzer, and Ralph E. Smith, *Manpower Programs in the Policy Mix*, Lloyd Ulman, ed., Johns Hopkins University Press, 1973 (Urban Institute Reprint 139-350-39, 50¢).

*"Manpower Programs and Unemployment Statistics," by Ralph E. Smith, *Monthly Labor Review*, April 1973.

**Manpower Programs to Reduce Inflation and Unemployment: Manpower Lyrics for Macro Music*, by Charles C. Holt, C. Duncan MacRae, Stuart O. Schweitzer, and Ralph E. Smith (Urban Institute Paper 350-28, $3).

*"Manpower Proposals for Phase III," by Charles C. Holt, C. Duncan MacRae, Stuart O. Schweitzer, and Ralph E. Smith, *Brookings Papers on Economic Activity, 3:* 1971, pp. 703-704 (Urban Institute Reprint 96-350-46, 50¢).

**Planning, Allocation and Control in a Decentralized, Comprehensive Manpower Program*, by Harvey A. Garn, Ralph E. Smith, and Richard F. Wertheimer III (Urban Institute Paper 113-40, $2.50).

*"The Opportunity Cost of Participating in a Training Program," by Ralph E. Smith, *Journal of Human Resources*, Fall 1971, pp. 510-519 (Urban Institute Reprint 79-350-22, 50¢).

**The Relation Between Vacancies and Unemployment*, by C. Duncan MacRae and Stuart O. Schweitzer (Urban Institute Working Paper 350-42, May 1973).

**Trade Adjustments and the Labor Market*, by Charles C. Holt, Stuart O. Schweitzer, and Ralph E. Smith; testimony before the Subcommittee on Economic Policy, Committee on Foreign Affairs, U.S. House of Representatives, May 1972.

**The Unemployment-Inflation Dilemma: A Manpower Solution*, by Charles C. Holt, C. Duncan MacRae, Stuart O. Schweitzer, and Ralph E. Smith (Urban Institute Monograph 38-350-27, $2.95).

**Wage Inflation and the Dispersion of Unemployment*, by C. Duncan MacRae and Stuart O. Schweitzer, presented before the Western Economic Association (Urban Institute Working Paper 350-50, May 1973).

COMPLETED PROJECTS

5.12 BUREAU OF THE CENSUS
● WASHINGTON, D.C.

Contracts 82-11-71-30 and 20-25-73-03

Thomas D. Brown, Office of Management and Budget

An Analysis of Reemployment and Unemployment of Engineers Laid Off from NASA Aerospace Contracts Between June 1968 and October 1970

This study of the rate and nature of absorption of displaced space workers, especially scientists and engineers, in new fields was undertaken in order to gain further insights into the problems of other displaced aerospace personnel.

Responses from 718 engineers laid off from NASA aerospace contracts between June 1968 and October 1970 were received in a survey conducted in the spring and summer of 1971. The most significant factors in reemployment were age, months since layoff, degree level, and geographic area of layoff. Engineers older than 54 had an unemployment rate of 45 percent, those between 25 and 34 only 19 percent. Engineers with a master's degree had an unemployment rate of 21 percent, those without a bachelor's degree a rate of 33 percent. Engineers laid off in California had an unemployment rate 4 percent higher than those in the Southeast and 13 percent higher than those elsewhere. As of the spring of 1971, 27½ percent of the engineers were unemployed. Of those reemployed, only 53 percent got jobs as engineers and only 27 percent were back in the aerospace industry.

*NTIS–PB 213761.

5.13 THE CATHOLIC UNIVERSITY OF AMERICA

- WASHINGTON, D.C.

Grant 91-11-72-25

Dr. August C. Bolino, Department of Economics.

Occupational Education as a Source of Economic Growth

This study, prompted by Edward F. Denison's study of the sources of economic growth, had two main objectives: To trace the development of occupational education; and to recompute labor productivity to take into account the contribution of this sector of education.

Denison estimated that education accounted for 23 percent of the 2.93 percentage point rate of growth in the national product from 1929-57 and 12 percent of the 1909-29 growth. But his study omitted occupational education, whose effect he believed had been negligible.

This project quantified enrollments in eight types of occupational education between 1900 and 1970, converted them to full-time equivalents, and recomputed the quality-of-labor coefficients. The eight types were adult education, adult vocational education, apprenticeship, correspondence schools, Federal training programs, on-the-job training, private business schools, and special schools.

The revised labor productivity figures showed that Denison had understated the contribution of education by 41 percent for the period 1909-29 and by 20 percent for the period 1929-57. If the 1930's are excluded, the understatement is 31 percent.

These findings suggested that Denison's methodology might not be adequate to explain the contribution of education to economic growth in the 1970's, when a renewed interest in occupational education may be expected.

*NTIS–PB 214189 ($6.75).

5.14 EDUCATIONAL TESTING SERVICE

- PRINCETON, N.J.

Contract 81-32-69-03

Dr. Benjamin Shimberg and Dr. Barbara F. Esser, Educational Testing Service; and Dr. Daniel H. Kruger (Michigan State University–Contract 81-24-68-45)

Occupational Licensing and Public Policy

This study investigated the licensing of nonprofessional occupations in which manpower shortages have been reported in the construction trades, health service, other service occupations, and transportation. It also included two occupations licensed by the Federal Government: airplane mechanics and officers of the U.S. Merchant Marine.

Interviews with licensing officials, vocational educators, union officials, officers of occupational associations, employers, and applicants for licenses were conducted in five large States (California, Florida, Illinois, New York and Texas), three smaller States (Alabama, Arizona, and Oklahoma), and 24 cities in these States. For each occupational field, answers were sought to the following questions: Who does the licensing? What are the licensing requirements? How is competency tested? What happens if an applicant fails? What happens if a licensee moves?

The study disclosed wide variations in the number and type of licensed jobs and in licensing requirements and board practices. The variations were traced to the lack of national standards for most of the occupations studied, and the freedom of licensing boards to establish their own regulations and grant exemptions. In testing, these shortcomings were accentuated by the boards' lack of expertise in the development and scoring of examinations.

Since licensing often is a response to pressure from practitioners in the field, it may impose rigid educational and training requirements that reflect the fragmentation and specialization of job duties among closely related occupations, as in the health field.

Other licensing requirements have little to do with job performance; giving examinations only in English or specifying that the applicant must be a U.S. citizen "of good moral character," for example.

The cost of licensing can be high, counting application and examination fees, transportation to testing sites, and housing and meals during the examination for applicants (and their models in practical examinations).

In combination, the researchers found, such requirements can impede not only entry into the occupation but the licensee's ability to move from one part of the country to another while working in the same occupation or to move up a career ladder as he acquires experience on the job.

The researchers recommended that needed changes be brought about by the combined action of the boards, the Federal and State governments, trade and professional associations, labor organizations, and community groups preparing applicants for licensing examinations. Since virtually all licensing is based on State legislation, they advocated a study commission for each State to help the legislature reassess the role and function of licensing and establish guidelines for its organization and operation. A major responsibility urged on the Federal Government was the establishment of a nationwide information center for licensed occupations.

*NTIS–PB 213055 ($6).

Occupational Licensing: Practices and Policies ($7.50), Public Affairs Press, Washington, D.C., 1973.

5.15 LEO KRAMER, INC.
• WASHINGTON, D.C.

Contract 82-11-71-32

Dr. Ewan Clague, Harriette Dorosin, and Balraj Palli

The Health-Impaired Coal Miner Under the Black Lung Legislation

Section 203 of the Federal Coal Mine Health and Safety Act of 1969 provides that miners afflicted with serious pneumoconiosis may, at their option, seek transfer from jobs with dusty atmospheres likely to aggravate the disease to atmospheres certified to be dust free. The mine operator must then take responsibility for reassigning afflicted miners to less hazardous worksites, or bring the underground jobsite within legal limits for dust levels.

This project analyzed the operational experience under this provision of the act to find out what actually happens to miners notified of their impairment, and whether, in fact, they are able to transfer to suitable alternative employment.

The study's major finding was negative: In the main, disabled coal miners do not use the guaranteed job transfer route to protect their health by leaving the dust laden areas of the mine. Eligible miners usually apply for special disability benefits provided under the act. Dust limits have been met in most mines, thereby nullifying the transfer option in such areas of the mines. The study also pointed out other impediments to transfer that limit the use of Section 203.

*NTIS–PB 220075 ($6).

5.16 THE MATCH INSTITUTION
• WASHINGTON, D.C.

Contract 82-11-71-16

A Study of the Employment Impact of Federal Assistance Programs on Minority Business Enterprise

This study analyzed the employment effects of selected Federal programs to aid minority business firms. The programs examined included loans from the Small Business Administration, loan guarantees, and grants, as well as assistance in obtaining Government contracts.

The study reported a 40 percent employment increase by 1971 among the firms responding to the survey as a result of loans given them between July 1968 and December 1970. Further, over three-fifths of the responding firms said that the loans enabled them to go into business or averted the failure of existing businesses, and that they could not have obtained the funds from more traditional services. The SBA-supported minority firms accounted for a relatively large portion of the annual gross revenues of all minority businesses. The occupational profiles of the responding firms showed a much better representation of quality jobs than are held by minorities in the U.S. work force as a whole.

*Vol. 1: SBA Loans and 8(a) Surveys
Vol. 2: Intensive Studies
Vol. 3: Appendices

NTIS.

5.17 UNIVERSITY OF PENNSYLVANIA
• PHILADELPHIA, PA.

Contract 82-42-71-26

Dr. Richard L. Rowan and Dr. Lester Rubin, Industrial Research Unit

Opening the Skilled Construction Trades to Blacks: A Study of the Washington and Indianapolis Plans for Minority Employment

This study analyzed affirmative action plans for increasing minority employment in the construction industry and their effectiveness in two cities–Indianapolis, Ind., and Washington, D.C. Information was obtained on the types of jobs obtained through the plans, the sources of the new black hires, the impact of the new hires on the construction industry and the local community, and criteria for the measurement of success.

The study found that minority employment in skilled construction trades increased under both the imposed Washington plan and the "hometown" Indianapolis plan. It recommended that both plans be retained. The Washington plan showed some lack of coordination between contractors that wanted to hire minorities and community organizations that knew where to find qualified applicants. The recruiting, training, and placement activities of the Indianapolis plan were well coordinated and administered. The study pointed out that the possibility of an imposed plan can provide a prime incentive for developing a "hometown" cooperative arrangement.

Although a detailed field analysis permitted certain conclusions about the merits of the plans in these two cities, general conclusions about the effectiveness of affirmative action plans in construction would be better based on a larger sample.

*NTIS–PB 213282.

5.18 PRINCETON UNIVERSITY
• PRINCETON, N.J.

Grant 91-34-72-51

Daniel S. Hamermesh, Industrial Relations Section

The Optimal Timing of Training Subsidies

This study of the economic effects of increasing Government funds for manpower training when unemployment is high examined six trigger mechanisms for starting and stopping the extra spending. Each of the six was evaluated by calculating the benefit-cost ratio, the increment in real gross national product (and hence employment), and the income transfers to the long-term unemployed it would have produced had it been in effect between July 1948 and December 1970.

The study developed a theoretical model of cyclical variations in the benefits and costs of subsidies for social programs, and used it to determine variations in the benefits and costs of beginning training at various points in the business cycle. Other models were used to analyze the effects of variations in the timing of training on gross national product, aggregate employment, and income transfers to the long-term unemployed.

Many of the data used were drawn from nine earlier studies of the costs and benefits of training and, as with any theoretical model, may not represent actual conditions accurately. But because the same data and assumptions were used in testing all six triggers, it is unlikely that actual data would change their relative rankings.

The findings suggested that: (1) Extra spending on training programs during a recession will increase their efficiency and strengthen the economy as long as the displacement problem is not great. (2) Keeping extra spending constant while the trigger is "on" is less desirable than continuing to increase it as the unemployment rate continues to rise above the trigger point. (3) The greatest improvement in program efficiency would come from extra spending during one-half of the business cycle. (4) The 1972 legislative proposal to start extra spending when the unemployment rate rises to 4.5 percent and stop when it returns to that level would be inferior to a mechanism that triggers increased spending at the 4.5 (or 4.2) percent level but cuts it off when the rate drops below 5.0 (or 4.8) percent. Such a mechanism would avoid putting workers into training programs near the end of a recession, when their chances of finding employment without further training would be rising and, by concentrating the extra spending nearer the start of a recession, would give the real gross national product a greater stimulus. (5) None of the six mechanisms is clearly superior to any other in channeling more income to the long-term unemployed.

5.19 THE UNIVERSITY OF TEXAS
• AUSTIN, TEX.

Grant 92-48-72-06

Dr. Niles M. Hansen, Department of Economics

Population Turnaround in Nonmetropolitan Regions: Its Implications for Manpower and Regional Policies

This study attempted to draw together the disparate forces at work in the evolving spatial structure of national economic growth, and to relate them to national and regional development and manpower policies. Emphasis was given to nonmetropolitan regions whose populations grew during the 1960's after previous decline, and particularly to the causes of their turnaround, in the hope of gaining new understanding of the conditions under which a reversal of rural decline may be expected because of either spontaneous trends or deliberate public policy. Regions studied were the Ozarks, the Colorado-New Mexico Rockies, Central Texas, Central Wisconsin and Minnesota, the Tennessee Valley, and Northern Vermont and New Hampshire. Two forces favoring the growth of nonmetropolitan areas were examined: (1) The extension of "urban fields", that is, interdependent rural-urban living spaces extending up to 100 miles or more from metropolitan cores; and (2) the decentralization of manufacturing.

The principal findings were: (1) Many nonmetropolitan counties have benefited from the continuous extension of urban fields from metropolitan areas, others have grown because of leapfrogging metropolitan demand for recreation, tourist, and retirement facilities and second homes. (2) The impact of tourism and related activities on the nonmetropolitan labor force is less clear. The tourist industry does not spark the growth of complementary activities or require the kinds of skills likely to lay the bases for new industry. Moreover, the employment and income opportunities of the poorer residents of amenity-rich nonmetropolitan areas are rarely enhanced by the factors causing a population turnaround. (3) Although major highways may facilitate commuting and even stimulate economic activity, they are neither necessary nor sufficient for economic development. (4) The growth of "turnaround-reversal" counties—those that gained population in the 1960's after losing in the 1950's—depends most on industrial decentralization and least on urban field expansion. (5) The southern turnaround counties that have been the principal beneficiaries of industrial decentralization are overwhelmingly white.

*NTIS–PB 222185 ($9).

5.20 TRANSCENTURY CORPORATION
• WASHINGTON, D.C.

Contract 20-11-73-01

David S. North and William G. Weissert

Immigrants and the American Labor Market

To find out about the role of recent immigrants in the U.S. labor market, this study analyzed the immigration files of 5,000 working-age immigrants who arrived in the United States in fiscal year 1970, and interviewed 100 of them and 200 of their employers.

Major findings were: (1) In recent years, immigrant cohorts have been approaching the U.S. norm in terms of sex, age, marital status, distribution among the States, and labor force participation. (2) On arrival, immigrants are more likely than Americans to report a professional, craft, or domestic service occupation and less likely to be either clerical workers or managers. (3) Many immigrant workers change their occupation in the American labor market. (4) A majority of immigrants of all ages are in the labor force, contrary to earlier estimates based on visa applications. (5) Immigrants continue to compete effectively in the American labor market during their first few years in the United States.

*NTIS–PB 221200 ($6.75).
*MA–Manpower Research Monograph (GPO, 1973).

REPORTS

5.21
Bowdoin College–John C. Donovan, No. 91-21-69-43.

British Manpower Policy and the Process of Institutional Change

NTIS–PB 194699.

5.22
National Bureau of Economic Research, Inc.–Finis Welch and Marvin Kosters, No. 91-34-70-58.

An Analysis of (1) The Cyclical Stability of Aggregate Employment and (2) the Effects of Federal Minimum Wage Legislation on Teenage Employment

NTIS–PB 202404.

5.23
National Planning Association–No. 81-09-70-16.

Manpower Implications of New Legislation and New Federal Programs:

Report No. 1, The Family Assistance Plan: Its Impact Upon the State Employment Services, by Morris Cobern

NTIS–PB 197366.

Report No. 2, Manpower Needs in State and Local Public Safety Activities: The Impact of Federal Programs, by Morris Cobern

NTIS–PB 206876.

Report No. 3, Utilizing Persons with Engineering Backgrounds in the Health-Related Industries, by Leonard A. Lecht and Morris Cobern

NTIS–PB 211439 ($5.45).

Report No. 4, Priorities for Research in Anticipating the State-Local Government Employment Resulting from the Federal Grants-in-Aid System, by Leonard A. Lecht

NTIS–PB 211440 ($4.50).

5.24
New York State Department of Labor–James Dixon, No. 92-36-72-19.

Selected Aspects of 1971 New York State Legislative Provisions on Public Assistance Employables

NTIS–PB 214168 ($4.50).

5.25
Ohio State University Research Foundation, The–J. Peter Mattila, No. 91-39-71-44.

The Impact of Extending Minimum Wages to Private Household Workers

NTIS–PB 204585.

5.26
TransCentury Corporation–David S. North, No. 81-11-71-08.

Alien Workers: A Study of the Labor Certification Program

NTIS–PB 202827.

5.27
Wisconsin, The University of–Jack Barbash, with the assistance of Kate Barbash, No. 91-53-68-33.

Trade Unions and National Economic Policy in Western Europe and the United States

NTIS–PB 195405.

Trade Unions and National Economic Policy

The Johns Hopkins Press, Baltimore, Md., 1972 ($8.50)

5.28
Yale University–M. Harvey Brenner, No. 81-07-69-22.

Time-Series Analysis of Relationships Between Selected Economic and Social Indicators

Vol. 1: Text and Appendices

NTIS–PB 199900.

Vol. 2: Detailed Graphic Analyses

NTIS–PB 199899.

5.29
Yale University–Richard Weisskoff et al., No. 91-09-71-03.

A Multi-Sector Simulation Model of Employment, Income, and Economic Growth in Puerto Rico: A Reevaluation of "Successful" Development Strategy

NTIS.

IMPACT OF FOREIGN TRADE ON EMPLOYMENT AND INCOME

ONGOING PROJECTS

5.30 DR. YORAM BARZEL
SEATTLE, WASH.

Contract ILAB-73-9
Funded to September 30, 1974

The Income and Employment Effects of International Oil Policies

This project will study the economic benefits and losses accruing to groups in the U.S. economy as a consequence of past, present, and proposed restrictions on trade in petroleum and petroleum products. Previous studies have suggested that the net losses to the economy due to oil restrictions alone were greater than the losses due to all U.S. tariffs. The research will update previous studies and resolve theoretical difficulties in them, and will calculate the distribution of gains and losses among labor and other groups.

5.31 THE CONFERENCE BOARD
NEW YORK, N.Y.

Contract ILAB-73-4
Funded to August 15, 1973

James Greene, International Center

Multinational Corporations and Employment

This project is an experimental study of the effects of direct foreign investment on employment in the United States. It attempts to determine the hypothetical effects over a particular period if foreign investments had been prohibited or severely restricted.

5.32 DATA RESOURCES, INC.
CAMBRIDGE, MASS.

Contract ILAB-73-6
Funded to June 30, 1974

Dr. Dale Jorgensen and Dr. L. Christenson

Comparative Total Factor Productivity

This project will study comparative rates of change of total factor productivity for the postwar period in the United States, Canada, Japan, South Korea, and West Germany. Estimates of labor productivity are being constructed as one component of total factor productivity, and part of the explanation for gross labor productivity is being sought in the quality of labor and the quantity and quality of capital.

5.33 UNIVERSITY OF MASSACHUSETTS
AMHERST, MASS.

Contract ILAB-73-2
Funded to September 30, 1973

Dr. Simon Rottenberg

The Effects of ILO Conventions and Labor Standards

This project investigates the effects of the conventions and recommendations of the International Labour Organization on wages and labor standards, and, in turn, on the flow of internationally traded goods and services. It is both theoretical and empirical.

5.34 MEMPHIS STATE UNIVERSITY
MEMPHIS, TENN. in cooperation with

THE UNIVERSITY OF MISSISSIPPI
UNIVERSITY, MISS.

Contract ILAB-73-7
Funded to March 31, 1975

Dr. William R. Schriver, Memphis State University, and Dr. Donald E. Pursell, The University of Mississippi

The Effects of Trade Adjustment Assistance on the Unemployment Experience

This is a sample study of the labor market experience of import-displaced workers in Memphis, Tenn., who have been receiving trade adjustment assistance. They will be compared with a control group that have similar labor market characteristics but have had unemployment insurance benefits only when they experienced layoffs.

5.35 CITY UNIVERSITY OF NEW YORK
NEW YORK, N.Y.

Contract ILAB-73-5
Funded to June 30, 1974

Dr. John E. Floyd, Graduate Center

An Examination of Methodologies for Measuring the Effects of Trade Restrictions

This project will improve and update existing studies of the aggregate effects of trade restrictions on U.S. income and employment. It will investigate the theoretical requirements and aggregate estimates for making useful estimates of the income effects of restrictions on particular commodities and industries.

5.36 THE PUBLIC RESEARCH INSTITUTE CENTER FOR NAVAL ANALYSIS
ROSSLYN, VA.

Contract ILAB-73-8
Funded to July 1, 1974

The Income and Employment Effects of Changes in Trade Restrictions

This project will undertake quantitative studies of the economic and employment effects of existing and proposed restrictions on international trade. Models will be developed to estimate the duration of unemployment, the speed of other adjustment lags in individual labor markets, and consumer and producer long-run gains and losses. The models will be employed to provide estimates for specific commodities and industries.

5.37 UNIVERSITY OF ROCHESTER
ROCHESTER, N.Y.

Contract ILAB-73-1
Funded to November 15, 1973

Dr. Donald F. Gordon

A Project to Organize a Research Program for the Bureau of International Labor Affairs

This project calls for the organization of a research program dealing principally with the effects of international flows of goods, capital, and technology, and of other international economic developments on the employment and income of the U.S. worker.

REPORTS

5.38

Agriculture, U.S. Department of, Graduate School—Robert B. Schwenger, No. 91-09-70-61.

A Conceptual Framework for Measurement of the Impact of Foreign Trade on Workers

NTIS—PB 198579

6. DOCTORAL DISSERTATION RESEARCH GRANTS

ONGOING PROJECTS

6.1 BOSTON COLLEGE
CHESTNUT HILL, MASS.

Grant 91-25-71-38
Scheduled for completion in FY 1974

Charles M. Savage, Doctoral Candidate; Dr. Thomas J. Blakeley, Sponsor, Department of Philosophy

A Phenomenology of Human Labor

This project is concerned with the essential characteristics of the relationship between man and work. It uses phenomenology as its philosophical foundation to explore, describe, and analyze such phenomena of human labor as the meaning of work; the role of the worker in society; the relation of the worker to technology, organizational structure, raw materials, and product; and the production process and finished product as factors in the creativity, self-expression, and alienation or involvement of the worker.

Phenomenological methodology entails viewing an object in its total context. Its applicability to manpower problems is based on the premise that their solutions must take into account social and cultural subtleties of the postindustrial era.

6.2 BOSTON COLLEGE
CHESTNUT HILL, MASS.

Grant 91-25-73-26
Scheduled for completion May 1974

William C. Spaeth, Doctoral Candidate; Dr. Ann F. Friedlaender, Sponsor, Department of Economics

Labor Effort Disincentives of Negative Income Taxation

This study is to test empirically the hypothesis that negative income taxation has disincentive effects on work effort and to measure these disincentive effects. It will attempt to overcome the two major flaws of previous studies: (1) Reliance on the use of proxy variables as substitutes for negative tax rates; and (2) concern with the work efforts of only a narrow segment of the labor force. It will use a large, micro, cross-section data set which: (1) Allows for the control of demographic factors; (2) contains geographic variables that allow for the testing of differences between regions and standard metropolitan statistical areas; and (3) encompasses a large sample of the entire population of the country.

6.3 BRANDEIS UNIVERSITY
WALTHAM, MASS.

Grant 91-25-71-04
Scheduled for completion in FY 1974

June Hopps, Doctoral Candidate; Dr. Wyatt C. Jones, Sponsor, The Florence Heller Graduate School for Advanced Studies in Social Welfare

A Study of Ghetto Economic Corporations

This study will analyze economic corporations which began emerging in urban black ghettos in the late 1960's. It is examining input (such as sources and amounts of initial funding, characteristics of manpower talent invested, and reinvested return from ghetto markets) and output (such as development of new professional and skilled manpower, contribution to community economic wealth, provision of products and services to the ghetto and beyond, and generation of spin-off enterprises) for a sample of the enterprises.

The sample consists of all corporately owned plants or offices set up in Roxbury-North Dorchester, Mass., between June 1967 and January 1971. Material is being collected in discussions with executives of each corporation and from company records and published materials.

6.4 BRYN MAWR COLLEGE
BRYN MAWR, PENN.

Grant 91-42-73-16
Scheduled for completion November 30, 1973

Ruth M. Prywes, Doctoral Candidate; Dr. Merle Broberg, Sponsor, The Graduate School of Social Work and Social Research

Development of a Nonstandard Workday or Workweek for Women

This study explores the feasibility of increasing the number of year-round, part-time jobs for minimally skilled women who are heads of households. A mail survey of 2,200 employers in the Greater Philadelphia area is being made to determine their practices and attitudes regarding steady part-time work for these women as an alternative to the standard workday or workweek. Interviews are planned with approximately 860 of the respondents whose work forces are at least 30 percent female and who are either known for their public commitment to hiring the disadvantaged or to promoting female employment, or are already employing women part time. In addition, interviews are being conducted with two Philadelphia councilwomen who are involved in helping women with their employment problems, and with Philadelphia union leaders whose organizations include large numbers of women.

6.5 BRYN MAWR COLLEGE
BRYN MAWR, PENN.

Grant 91-42-73-21
Scheduled for completion November 30, 1973

David N. Saunders, Doctoral Candidate; Dr. William W. Vosburgh, Sponsor, The Graduate School of Social Work and Social Research

Job-Search and Job-Finding Methods of Male Youth, Ages 14-24

This project is: Assessing the effectiveness of various techniques to seek and locate jobs; contrasting the quality of jobs found through different methods; relating job-search and job-location methods to personal, social, and economic characteristics; and pinpointing how job-search methods change with maturity. Special attention is being directed to the role of schools and of the public employment service in job placement. The analysis utilizes data collected for the first 4 years of a 5-year longitudinal survey of the labor force behavior of youth undertaken at The Ohio State University (see 4.25).

6.6 UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Grant 91-05-69-01
Scheduled for completion in FY 1974

Jeffrey M. Schevitz, Doctoral Candidate; Dr. Harold L. Wilensky, Sponsor, Department of Sociology

Social and Psychological Impact of Worklife Instability

This study examines the long-term social and psychological impact of varying amounts of worklife instability, based on a mail survey of 1,200 engineers and scientists and 1,200 skilled workers–both split between defense and commercial work. Worklife instability is defined as downgrading, frequent job changes, or layoffs resulting from technological obsolescence or cancellation of defense contracts. The study is attempting to find ways of minimizing the negative effects of worklife instability. The researcher postulates that an individual's response to worklife instability depends primarily on his attribution of blame for the instability, his career orientation, and aspects of the work role organization and industry within which he locates reemployment.

6.7 · UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Grants 91-05-70-13 and 91-06-71-30
Scheduled for completion in FY 1974

Louise Berman, Doctoral Candidate; Dr. Lloyd Ulman, Sponsor, Department of Economics

An Analysis of the Labor Market for Policemen

This study analyzes reasons for the general shortages of qualified police personnel. It is examining the determinants of trends in demand for policemen, sources of supply, incentives for attracting new applicants, wage differentials, the responsiveness of supply to changes in wages, effects of alternative policies, the process and rate of adjustment of supply to demand, and the nature of existing shortages. Data on the labor market behavior of California policemen are being obtained from police departments through interviews and employment records. The costs and benefits of becoming a policeman are being estimated by level of education. Data from a national survey will illustrate the range of recruitment policies and provide a research perspective from which to evaluate the California situation.

6.8 UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Grant 91-06-71-09
Scheduled for completion in FY 1974

William G. Moss, Doctoral Candidate; Dr. Frank S. Levy, Sponsor, Department of Economics

The Effect of Housing Segregation on Negro Real Income and Employment

Using data on 29,000 San Francisco Bay area households, this study tests the hypothesis that housing segregation reduces the real income of Negro workers because their commuting distances are greater than for whites in the same occupations and industries.

The project is also exploring the relationship between housing location and kinds of jobs taken by Negroes who qualify for but forgo jobs available beyond reasonable commuting distance. The place of residence of Negro and white household heads, classified by occupation, is being compared with the location of similar jobs throughout the area to measure the relative availability of the job to residents of the subarea.

Data for both analyses were collected by the Bay Area Transportation Study Commission in its recent employment inventory and random sample survey of Bay area households.

6.9 UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Grant 91-06-72-21
Scheduled for completion in FY 1974

Alan A. Fisher, Doctoral Candidate; Dr. Lloyd Ulman, Sponsor, Department of Economics and Institute of Industrial Relations

The Problem of Teenage Unemployment

This project focuses on teenage workers as part of the secondary labor market in investigating five major question areas: (1) To what extent is the baby boom of the late 1940's responsible for recent rises in youth unemployment? Is there evidence that job openings increased less rapidly than the flow of new workers into the labor force, or did their entry in the face of an already inflexible wage structure make it more difficult for them to locate jobs? Is the problem transitory, depending on population trends? (2) How important were policies and institutional wage rigidities (minimum wages, for example) in reducing the number of low-skill and unskilled jobs for which teenagers could compete? (3) What role did rural-to-urban migration play in exacerbating youth unemployment? (4) Is heightened youth unemployment largely short-term? How significant are such factors as part-time student employment in determining trends in the short-term and long-term components of changes in teenage unemployment? (5) To what extent has rising family income allowed teenagers to choose leisure over employment? Have higher welfare payments helped discourage their participation in the labor force? How much should published unemployment figures be adjusted to allow for the labor force withdrawal of workers discouraged by poor job opportunities?

The analysis utilizes Bureau of Labor Statistics and Census data on unemployment, labor force participation, employment by occupation and industry, real aggregate demand, population, education, and wages.

6.10 UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Grant 91-06-73-02
Scheduled for completion September 30, 1973

Lawrence S. Seidman, Doctoral Candidate; and Dr. Lloyd Ulman, Sponsor, Department of Economics

The Design of a Guaranteed Job Program

This project investigates the theoretical background, administrative feasibility, economic impact, and costs and benefits of a guaranteed job program. Its underlying objective is to test guaranteed job program proposals and theory against the concrete experience of related programs.

The analysis will be based on information derived from two sources: (1) Published data, including unemployment rates and capacity utilization rates during periods of inflation for various occupational groups, labor force participation rates, and the number of jobs paying less than the guaranteed minimum wage; and (2) interviews with local and Federal administrators of the Public Employment Program, Job Opportunities in the Business Sector, and related manpower programs.

6.11 UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Grant 91-06-73-03
Scheduled for completion August 31, 1973

Dennis M. Roth, Doctoral Candidate; Dr. R. A. Gordon, Sponsor, Department of Economics

The Effects of Geographical Immobility on the Unemployment and Underemployment of Low-Income Area Residents

This project is concerned with the extent to which the isolation of job seekers from available jobs exacerbates sex and racial discrimination in employment, the mismatching of skills, and other factors associated with high unemployment and underemployment in the central cities. Its objectives are to determine: (1) The causes of high unemployment in the central city, especially among blacks; (2) the range of employment opportunities actually available in the suburbs; (3) the relative importance of transportation vis-a-vis other determinants of ghetto residents' chances of getting and holding jobs;

(4) the characteristics of those most likely to benefit from improvements in transportation; and (5) the reaons why some of the urban poor have adapted to changes in employment location and others have not.

The Oakland-San Francisco Bay region is the primary setting for this research. The 1970 Census' *Profiles of Selected Low-Income Areas* and data tapes from Dun and Bradstreet's DUNS Market Identifier File are its primary sources. Regression techniques are being used to measure and compare the availability of jobs accessible at various costs to low-income area residents and to estimate the "latent demand" of the central-city poor for transportation to jobs outside the central business district.

6.12 UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Grant 91-06-73-23
Scheduled for completion March 31, 1974

H. Allan Hunt, Doctoral Candidate; Dr. Lloyd Ulman, Sponsor, Institute of Industrial Relations

The Relative Economic Efficiency of Registered Nurse Training Programs

This project compares salaries, costs of training, and earnings forgone during training of registered nurses in three educational categories: (1) Traditional 3-year, hospital-based diploma programs; (2) 4- and 5-year baccalaureate degree programs; and (3) 2-year associate degree programs offered by community colleges. The salary effects of such variables as age, seniority, geographic location, area of clinical practice (i.e., hospitals, nursing homes, clinics, doctors' offices, etc.) are being investigated. Data are being sought from questionnaires mailed to a random sample of 2,000 registered nurses in California.

6.13 UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Grant 91-06-73-28
Scheduled for completion June 1974

Howard P. Greenwald, Doctoral Candidate; Dr. Harold L. Wilensky, Sponsor, Department of Sociology

Economic Deprivation, Occupational Ideology, and Political Change: A Study of Engineers and Applied Scientists in California

This study will examine whether economic deprivation among unemployed and recently unemployed engineers and applied scientists in the San Francisco Bay area causes: (1) Greater satisfaction or dissatisfaction with management practices observed during employment; (2) changes in occupational ideology; and (3) changes in political thinking.

The study will compare 250 individuals who have experienced unemployment during the last year with 250 who have been steadily employed during the same period—the unemployed to be selected from a list furnished by the California Department of Human Resources Development, the steadily employed from voter registration records.

6.14 UNIVERSITY OF CALIFORNIA, LOS ANGELES
LOS ANGELES, CALIF.

Grants 91-05-66-09 and 91-05-67-18
Scheduled for completion June 1974

Robert Singleton, Doctoral Candidate; Dr. Jack Hirshleifer, Sponsor, Department of Economics

Labor Force Composition and the Minimum Wage

This study is testing the proposition that increases in the minimum wage cause unemployment among such groups as the young, older workers, members of minority groups, and the inexperienced. Department of Labor and Social Security Administration data on low-wage workers are being analyzed.

6.15 UNIVERSITY OF CALIFORNIA, LOS ANGELES
LOS ANGELES, CALIF.

Grant 91-06-72-38
Scheduled for completion July 1974

Jonathan King, Doctoral Candidate; Dr. Bruce Herrick, Sponsor, Department of Economics

Poverty, Social Inequality and Labor Force Participation

This project explores the hypothesis that low wage rates have a negative effect on individual labor force participation. Data from the 1970 census are being utilized in a regression model to test the effects of social inequality, vocational training, marital instability, race, and health on the labor force participation of individuals in selected demographic groups.

6.16 UNIVERSITY OF CALIFORNIA, LOS ANGELES
LOS ANGELES, CALIF.

Grant 91-06-72-43
Scheduled for completion July 1974

Victor Tabbush, Doctoral Candidate; Dr. Sam Peltzman, Sponsor, Department of Economics

Manufacturers' Assistance in the Provision of Manpower Training for Customers

This project is concerned with the training programs manufacturers provide for employees of their customer firms. The motivation to sponsor such programs, it is postulated, stems from the manufacturer's desire to stimulate demand for his product, because training not only raises the productivity of the employee but also the value of, and demand for, the physical capital for which the skill is developed. A model has been devised to incorporate such variables as the manufacturer's market share in the industry's output, the number of customers for his product, the elasticity of substitution between different types of skills, and the elasticity of demand for the product. By determining the conditions under which the employer's gains from training are greatest, the researcher hopes to establish a guide to the types of manufacturers whom manpower planners might approach to sponsor training programs.

Data are being gathered in interviews with, and from the records of, computer and auto manufacturers who offer this type of training. Additional information will be derived from published Federal sources related to these two industries.

6.17 UNIVERSITY OF CALIFORNIA, LOS ANGELES
LOS ANGELES, CALIF.

Grant 91-06-73-34
Scheduled for completion May 1975

Stephen Brier, Doctoral Candidate; Dr. John Laslett, Sponsor, Department of History

The Formation of Multiracial Work Forces in the Coal Industry, 1880-1930: A Comparative Sociohistorical Analysis

This study will attempt to develop a historical perspective on questions of work force formation, labor migration, and cultural and occupational adjustment of ethnic and racial minority workers through an analysis of the influx of these workers into the coal mining industry during the late 19th and early 20th centuries. It will concentrate on the experiences of southeast European mineworkers in Pennsylvania's northern anthracite field around the Scranton and Wilkes-Barre area, and of black mine workers in the southern West Virginia smokeless coal field.

The proposed study will combine a traditional historical approach to data and research material with a rigorous statistical and quantitative analysis. This approach will use both qualitative materials (such as labor newspapers, written and oral reminiscences, manuscript and archival holdings, and church records) and hard data from government studies, coal company records, census materials, etc.

6.18 THE UNIVERSITY OF CHICAGO CHICAGO, ILL.

Grant 91-17-71-22
Scheduled for completion in FY 1974

Paul F. Salipante, Jr., Doctoral Candidate; Dr. Paul S. Goodman, Sponsor, Graduate School of Business

Company Programs to Train the Disadvantaged: The Impact of Company Factors on Trainees

This project examines different characteristics of companies and their training programs and relates this to the job performance, turnover, and absenteeism of disadvantaged trainees and to the characteristics of the training group.

A sample of 100 training programs in five cities has been selected from a cross-section of firms which participate in the Job Opportunities in the Business Sector (JOBS) program. Information on job characteristics, work behavior, and the characteristics of the training programs and the training groups is being collected in interviews with program teachers and directors and from questionnaire returns from the trainees' foremen. Recent growth and profit trends and other background data on the firms are being collected from published sources.

6.19 THE UNIVERSITY OF CHICAGO CHICAGO, ILL.

Grant 91-17-71-37
Scheduled for completion in FY 1974

Lutaf Dhanidina, Doctoral Candidate; Dr. J. Allan Thomas, Sponsor, Department of Economics

Economics of Delayed High School Completion

For a sample of men working toward the high school equivalency certificate in the Cook County, Ill., public school system, this study attempts to evaluate the costs and expected returns of training relative to the experience of high school dropouts and graduates who do not continue their education. Information on training costs, demographic characteristics, family background, employment and educational experience, and on occupational and earnings expectations is being derived from interviews with the enrollees and compared with available information on high school graduates and dropouts. Data on the overall costs of providing a high school completion program are being requested from school administrators.

6.20 COLUMBIA UNIVERSITY NEW YORK, N.Y.

Grants 91-34-69-50 and 91-34-70-63
Scheduled for completion in FY 1974

Margit A. Johansson, Doctoral Candidate; Dr. Allen H. Barton, Sponsor, Bureau of Applied Social Research

The Differential Effects of Reduced Research Funding on University Scientists

This study is assessing the impact of recent reductions in Federal research funding at a major university. From interviews, questionnaires, and school records, answers are being sought to such questions as: (1) What are the characteristics of the faculty, nonfaculty, and student researchers who do (or do not) continue to receive Federal support? (2) Which researchers sustain productivity despite fund reductions? and (3) How do fund cuts affect researchers' alternative activities, self-esteem, and relations with colleagues?

6.21 COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Grant 91-34-70-06
Scheduled for completion in FY 1974

Richard H. P. Mendes, Doctoral Candidate; Dr. Terence K. Hopkins, Sponsor, Department of Sociology

A Study of the Social Service Employees Union of the New York City Department of Social Services

Assuming that one cause of dissatisfaction and attrition among social workers is a gap between their commitment and their opportunities to serve, this researcher is exploring whether improving extrinsic rewards (salaries, pensions, job security) through unionization reduces social workers' dissatisfaction with the intrinsic aspects of work. Information is being collected through interviews with leaders of two unions whose membership includes professional personnel from the New York City Department of Social Services, with department administrators, and with city officials, as well as from union and department records and publications. Matters to be investigated include the circumstances of unionization, the unions' policies (particularly regarding the integration of public and self-interests), and their interaction with adversary and supportive groups.

6.22 COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Grant 91-34-70-10
Scheduled for completion in FY 1974

Sherry Gorelick, Doctoral Candidate; Dr. Ivar E. Berg, Sponsor, Graduate School of Business

Incentives and Obstacles to Management Hiring of the Disadvantaged

This study analyzes the relationship between black-white income differentials and employer hiring policies in different labor markets to discover the conditions under which managements are most motivated to pursue policies conducive to the equalization of income between blacks and whites.

It is testing the proposition that the maintenance of highly selective screening processes for high-level, high-paying jobs exaggerates income differences between low- and high-level jobs and inflates the labor pool for low-level jobs by keeping most applicants "unqualified" for high-level jobs. Analysis at the macro level is based on statistics from Government sources (such as the census and Special Labor Force Reports). At the level of the firm, data are being collected through interviews from a matched sample of firms (which do or do not engage in programs designed to employ disadvantaged workers) in a few cities selected according to labor market conditions and work force composition.

6.23 COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Grant 91-34-70-62 and 91-36-72-34
Scheduled for completion in FY 1974

Harriet Zellner, Doctoral Candidate; Dr. Jacob Mincer, Sponsor, Department of Economics

An Analysis of Trends in the Relative Educational Attainment, Earnings, and Occupational Distribution of Women, 1900 to 1969

This project analyzes changes from 1900 to 1969 in the educational attainment, earnings, and occupational distribution of women relative to men. Data classified by age, race, marital status, presence of children, and place of residence are being gathered from publications of government agencies and the National Industrial Conference Board.

6.24 COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Grant 91-36-71-23
Scheduled for completion in FY 1974

Eric W. Single, Doctoral Candidate; Dr. Allan A. Silver, Sponsor, Department of Sociology

Garnishment: Its Impact Upon Industry and Upon Default Debtors

This project investigates the consequences of garnishment for industry and indebted workers and the reasons why some consumers become entangled in debt problems. It is utilizing data from three questionnaire surveys: (1) An ongoing study of 1,333 defendants in law suits stemming from consumer credit transactions in four major cities; (2) a 1964 attitudinal survey of residents of working-class neighborhoods in Chicago and Detroit which included items on credit use and level of indebtedness; and (3) a 1968 survey of wage garnishment and wage assignment practices in 1,500 manufacturing firms.

The analysis will focus on States and types of firms having the highest garnishment rates; the occupational levels of garnished employees; the relationship of garnishment to size of community and other locational variables; the effects of garnishment on debtors' health, careers, and marriages; the causes of breakdowns in credit transactions; the costs of garnishment to employers in dollars and man-hours; and employer attitudes toward garnishment.

6.25 COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Grant 91-36-72-35
Scheduled for completion in FY 1974

Sue Goetz Ross, Doctoral Candidate; Dr. Jacob Mincer, Sponsor, Department of Economics

The Effects of Education on the Timing and Spacing of Births and on Contraceptive Efficiency

This project seeks to: (1) Describe the effect of husbands' and wives' education on the length of the childbearing phase and the period of the life cycle in which it occurs; (2) estimate the optimal sequence and timing of educational, marital, labor force, and childbearing activities, given perfect control of conception; (3) examine the effects of contraceptive inefficiency on a household's optimal timing and spacing of births; and (4) relate differences in contraceptive efficiency to the educational levels and production and consumption activities of households.

The project will analyze data on white women drawn from the 1960 and 1970 Censuses, the Survey of Economic Opportunity, and the National Fertility Study conducted in 1965 by the Office of Population Research, Princeton University.

6.26 COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Grant 91-36-73-07
Scheduled for completion September 30, 1973

Andrea Harriet Beller, Doctoral Candidate; Dr. James Heckman, Sponsor, Department of Economics

The Effect of Federal Civil Rights Legislation on the Occupational Position of Minorities and the Structure of Occupational Discrimination

This study appraises recent changes in the extent and structure of racial discrimination in employment in an effort to quantify the impact of public policy on the occupational status of blacks.

Employers' reports to the Equal Employment Opportunity Commission for the years 1966 and 1970 are used to trace changes in the proportion of blacks hired by specific firms and industries and in the occupational position of blacks. Such economic variables as size of industry and potential supply of black workers are held constant, and the data are analyzed to gage the effect of civil rights laws and their enforcement (measured by the actual number of suits filed and/or successfully completed). Economic data are derived from the 1963 and 1967 Censuses of Manufactures, the 1960 and 1970 Censuses of Population, and the 1967 Survey of Economic Opportunity.

6.27 COLUMBIA UNIVERSITY NEW YORK, N.Y.

Grant 91-36-73-18
Scheduled for completion January 31, 1974

Frank Kushin, Doctoral Candidate; Dr. Russell A. Nixon, Sponsor, School of Social Work

The Social Worker in Manpower Programs: An Assessment of Professional Tasks, Dilemmas, and Implications for Curricular Development in Graduate Schools of Social Work

This appraisal of the role of the social worker in manpower programs addresses the following questions: At what hierarchical and functional levels are social workers employed? How were they recruited? To what extent is their educational background relevant to their professional work? What is the prognosis for the professional preparation of manpower agency personnel in view of recent major revisions in manpower programs? How can social workers contribute to the planning and delivery of these evolving programs?

The researcher has sent questionnaires to the 627 workers listed as employed in manpower and manpower-related programs in the October 1972 *Directory of Professional Social Workers*. Additional data will be obtained from interviews with manpower program personnel responsible for the hiring and supervision of social workers, and with Federal, State, and local manpower officials responsible for establishing policies for the employment and deployment of these workers.

6.28 CORNELL UNIVERSITY ITHACA, N.Y.

Grant 91-34-69-67
Scheduled for completion in FY 1974

Ross E. Azevedo, Doctoral Candidate; Dr. N. Arnold Tolles, Sponsor, New York State School of Industrial and Labor Relations

The Labor Market for Scientific Personnel: The Problem of Allocation and Efficiency

This study is describing the allocative function of the labor market for scientists and engineers and evaluating the efficiency with which this market operates. It seeks information on the role of employers, employees, and employment services in the processes by which scientists find their initial and subsequent professional jobs. Information is being obtained through interviews and questionnaires with approximately 30 employers in the New York-New England area; numerous engineers, physicists, chemists, and mathematicians; and seven college placement services and four public employment agencies. In addition, data from government and professional associations are being used.

6.29 CORNELL UNIVERSITY ITHACA, N.Y.

Grant 91-36-72-42
Scheduled for completion in FY 1974

Jules H. Lichtenstein, Doctoral Candidate; Dr. Barclay G. Jones, Sponsor, Department of Policy Planning and Regional Analysis

White Ethnic and Black Employment Patterns and Economic Performance in Selected Metropolitan Areas

This research has four objectives: (1) To describe the distribution of white ethnics and blacks in the employment structure; (2) to analyze differences in employment patterns among minority groups, between minority groups and native whites of native parentage, and between minority groups and the total population; (3) to gain insights into some of the structural determinants of minority group economic performance in the metropolitan labor market; and (4) to investigate the public policy implications of the findings.

The study focuses on blacks and white ethnic groups in the New York, Philadelphia, Chicago, and Detroit standard metropolitan statistical areas. Data for the analysis are from the 1/100 County Group Public Use Sample of the 1970 Census.

6.30 DUKE UNIVERSITY
DURHAM, N.C.

Grant 91-35-68-15
Scheduled for completion July 1974

Norville David Crowder, Doctoral Candidate; Dr. Joel Smith, Sponsor, Department of Sociology and Anthropology

The Socioeconomic Assimilation of Southern-Born Migrants to Other Regions

This study is attempting to depict the effects of early life experiences in the South on job market participation of migrants from that region. Comparisons of income, education, and occupational prestige are being made for four groups: (1) Migrants born and educated in the South who now live in another region (for example, the Northeast); (2) migrants born in the South and educated elsewhere, now living in the Northeast; (3) native born, nonsouthern educated residents of the Northeast; and (4) migrants to the Northeast who were born and educated in regions other than the South. The primary source is *Accuracy of Data on Population Characteristics as Measured by Reinterviews*, prepared by the Bureau of the Census in 1964.

6.31 THE FLORIDA STATE UNIVERSITY
TALLAHASSEE, FLA.

Grant 91-12-71-53
Scheduled for completion December 1973

Geraldine B. Terry, Doctoral Candidate; Dr. Charles B. Nam, Sponsor, Department of Sociology

The Interrelationship Between Female Employment and Fertility

This research investigates the influence of number of children, spacing of births, and expected family size on the duration and type of employment among women. It is analyzing the work-fertility relationship over time, taking into account the wife's perception of "woman's role"; her educational attainment, age at marriage, and religious background; family socioeconomic status (measured by husband's occupation); and pattern of decisionmaking between husband and wife.

The project utilizes data collected in four surveys: (1) The Growth of American Families Study, conducted at the University of Wisconsin; (2) the Princeton Fertility Study; (3) Brown University's Rhode Island Health Survey; and (4) a longitudinal survey of the labor force undertaken at The Ohio State University (see 4.25).

6.32 UNIVERSITY OF FLORIDA
GAINESVILLE, FLA.

Grant 91-12-73-10
Funded to September 15, 1973

Thomas R. Dalton, Doctoral Candidate; Dr. Milton Z. Kafoglis, Department of Economics

Sectoral Trends in Employment and Shifts in the Phillips Curve

This study examines trends in the industry employment mix, chiefly between the goods and services producing sectors, and assesses their effect on Phillips curve relationships. Data for

1953-71 provided by the National Bureau of Economic Research, Inc., and published Federal sources are being used to test the hypothesis that sectoral shifts in employment are indicative of changes in labor demand and have a pervasive influence on the Phillips curve relationship.

6.33 THE GEORGE WASHINGTON UNIVERSITY
WASHINGTON, D.C.

Grant 91-11-71-20
Scheduled for completion in FY 1974

Lowell M. Glenn, Doctoral Candidate; Dr. Garth L. Mangum, Sponsor, Department of Economics

Public Service Employment for the Disadvantaged

This project traces the development of public service employment activities in an attempt to determine the prospects for success and the practical administrative and operational difficulties likely to be encountered in implementing a full-scale public service employment program. Lessons emerging from Western European manpower policies and from work programs in the United States during the 1930's and during the 1960's are being studied for such issues as the appropriate roles of the public and private sectors in relief, income maintenance, and other manpower programs; the potential for suitable jobs in Federal, State, and local governments; and procedures for obtaining social, cultural, and political support to initiate and maintain a comprehensive public service employment program.

The researcher is gathering information from published sources and in interviews with manpower scholars, officials, and policymakers.

6.34 HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Grant 91-23-70-60
Scheduled for completion in FY 1974

Nancy S. Netting, Doctoral Candidate; Dr. Nathan Glazer, Sponsor, Department of Social Relations

Careers of Upward Bound Alumni

This study follows up a group of young people who have participated in Upward Bound—an intensive 3-year college preparatory program for disadvantaged students with "undeveloped" college potential, who enter the program as high school sophomores.

The prospective sample consists of 100 young people who completed at least 1 year in the program at the University of Hartford—60 who went on to college and 40 who dropped out of Upward Bound and may or may not be in school. The researcher will trace their job and educational histories in individual interviews in an attempt to: (1) Isolate variables which have influenced their decisions during and since participation in Upward Bound; and (2) pinpoint characteristics which distinguish the students who went on to college from those who did not.

6.35 HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Grants 91-25-71-08 and 91-25-72-18
Scheduled for completion in FY 1974

John L. Akula, Doctoral Candidate; Dr. Talcott Parsons, Sponsor, Department of Sociology

Trends in the Racial Distribution of Income, 1940-70

This project is constructing a set of social indicators concerning the racial distribution of income for each of the 50 States. Cross-section and time-series data on 4,000 variables are being assembled and analyzed.

The researcher will assess: (1) The effects of black political mobilization on income distribution; (2) the relative benefits to lower-income and higher-income blacks of an improved legal climate or increased economic growth; (3) the impact on racism of economic modernization and the economic mobilization of blacks; and (4) the influence upon racial stratification of political party competitiveness, levels of political participation, degree of political mobilization among explicitly racist groups, and other characteristics of each State's political system.

6.36 HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Grant 91-25-71-24
Scheduled for completion in FY 1974

Francine D. Blau, Doctoral Candidate; Dr. Peter B. Doeringer, Sponsor, Department of Economics

Pay Differentials and Differences in the Distribution of Employment of Female and Male Office Workers

This analysis of the employment patterns and earnings of women is to: (1) Construct a model of wage determination to assess interfirm and intraoccupational sex differences in pay in the light of supply and demand conditions of local labor markets, industry, scheduled weekly hours, size of establishment, unionization, and percentage of female office workers within each firm, as reported by the Bureau of Labor Statistics for 15 major northeastern cities; and (2) apply the model to data obtained from 15 New Haven employers.

6.37 HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Grant 91-25-73-31
Scheduled for completion August 1974

William D. White, Doctoral Candidate; Dr. Peter B. Doeringer, Sponsor, Department of Economics

Occupational Licensure of Allied Health Manpower: Effects on Costs and Employment Opportunities and Historical Spread in the Health Sector

The basic objective of this study is to provide a systematic economic analysis of: (1) The quantitative impact of occupational licensure of allied health manpower on the cost of health services: (2) the effect of licensure on employment opportunities in allied health occupations; and (3) the spread of licensure in the allied health occupations. The four hypotheses which are proposed to be tested are: (1) Licensure raises wage levels in occupations; (2) licensure alters the sex and race composition in occupations; (3) licensure changes the structure of production and internal labor markets; and (4) professional organizations have been the underlying force behind the spread of licensure, and older professional groups, especially the American Medical Association, have played a major role in the spread of licensure to new occupations.

The wide diversity of State licensure laws makes it possible to use cross-sectional analysis to test the first three hypotheses. This would be conducted at two levels: A broad econometric analysis of aggregate data, and collection and analysis of detailed data for two or three specific occupations. Testing the fourth hypothesis will require use of historical material.

6.38 UNIVERSITY OF HOUSTON
HOUSTON, TEX.

Grant 91-48-72-05
Scheduled for completion December 1973

Charles J. Ellard, Doctoral Candidate; Dr. William J. Moore, Sponsor, Department of Economics

An Investigation of the Influence of the In-School Neighborhood Youth Corps on Earning Capacity in Houston, Texas

This project seeks to determine whether participation in an in-school program of the Neighborhood Youth Corps (NYC) effects lasting improvement in wage rates or total earnings, employment stability, and skill levels. Focusing on a group of young people (half with NYC in-school program experience and half without), the study considers five major questions: (1) To what extent are variations in earning capacity attributable to sex, race, marital status, category of work experience, time spent in the program, and other controlled variables? (2) Have Negro and Mexican American participants in the program made any breakthroughs from traditional low-skill employment patterns? (3) Are there any differences between the earning capacities of early NYC participants and those who participated more recently, since the program has matured? (4) Have the benefits of the NYC program exceeded its cost as a social investment? If so, by how much? (5) Do the income levels of post-NYC youth exceed defined poverty standards?

The grantee is surveying a sample of all NYC enrollees, aged 18 and over with at least 1 week's income, who were sponsored by any organizations in Houston. A control group is being selected from NYC waiting lists. Data are being gathered in interviews with members of both groups and from their high school records.

6.39 UNIVERSITY OF ILLINOIS AT URBANA–CHAMPAIGN
URBANA, ILL.

Grant 91-17-73-06
Scheduled for completion September 30, 1973

Robert C. DauffenBach, Jr., Doctoral Candidate; Dr. Hugh Folk, Sponsor, Center for Advanced Computation

The Structure of Occupational Mobility in the U.S. Economy

This research is based on the premise that occupational categories fall naturally into distinct substructures within which occupations are interrelated by systematic, nonrandom patterns of worker mobility. The candidate is analyzing: (1) The flow of workers from a given occupational category into other occupational categories and the supply routes through which the occupation draws replacements; (2) structures of cross-substitution and hierarchy between all possible combinations of pairs of occupations; (3) the relative importance of a given occupation as a supplier of replacements and new recruits to specific occupational categories; and (4) variations in the process of occupational mobility at different levels of aggregate demand. The project utilizes data from the Survey of Economic Opportunity and Current Population Surveys.

6.40 THE JOHNS HOPKINS UNIVERSITY
BALTIMORE, MD.

Grant 91-24-72-50
Scheduled for completion August 30, 1973

Toshiaki Tachibanaki, Doctoral Candidate; Dr. Carl F. Christ, Sponsor, Department of Political Economy

Quality Change, Substitution, and Wage

This study uses Japanese data to investigate three related aspects of labor market operation: (1) The extent of change in the quality of labor inputs into manufacturing, based on changes in the demographic characteristics of workers; (2) substitution relationships among labor categories and capital; and (3) the manufacturing wage structure. Because of the scope and detail of the data, the researcher expects to test hypotheses of labor market operation which at present cannot be tested for the United States.

6.41 UNIVERSITY OF MARYLAND
COLLEGE PARK, MD.

Grant 91-22-70-33
Scheduled for completion in FY 1974

William B. Clatanoff, Jr., Doctoral Candidate; Dr. Paul A. Weinstein, Sponsor, Department of Economics

The Utilization of Military Human Capital by Noncareer Veterans of the U.S. Navy

This study is analyzing those variables in military training and experience that lead the veteran to transfer successfully his military skills to civilian jobs and to exercise his new options for further education and training. Using a sample of 1,084 Navy veterans, the study is also exploring whether the use of service-acquired skills increases veterans' civilian earnings, whether military service enlarges educational and employment horizons for the less advantaged enlistee, and whether the veterans' net gain (or loss) from military service differs in urban and rural areas.

Data sources include questionnaire returns from a recent survey of military training conducted at the University of Maryland, veterans' records from the Navy Master Inactive Reserve Tape, and county-city data tapes prepared by the Department of Commerce.

6.42 MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Grant 91-23-70-11
Scheduled for completion in FY 1974

Ira Jay Miller, Doctoral Candidate; Dr. Robert M. Solow, Sponsor, Department of Economics

Implications of the Phillips Curve Tradeoff for Minority Income and Employment

This study seeks to ascertain the magnitude and nature of the impact of various levels of economic activity on black economic welfare. The analysis is exploring the tradeoffs between unemployment and the black/white income ratio and between inflation and the income ratio. Sources of data include the Current Population Surveys of the Bureau of the Census, the 1960 Census, *Employment and Earnings*, the *Manpower Report(s) of the President*, and studies of urban employment by the Bureau of Labor Statistics. Basic components of the analysis include—in addition to data on unemployment and various forms of incomes—measures of labor force participation, multiple job holding, hours of work, labor turnover, and wage rates.

6.43 MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Grant 91-25-71-14
Scheduled for completion in FY 1974

Andrew M. Sum, Doctoral Candidate; Dr. Charles A. Myers, Sponsor, Department of Economics

Manpower Training Programs for Women and Their Interaction with the Local Labor Market in Boston

This study considers the relationship of occupations that women are trained for under federally sponsored programs to the primary and secondary sectors of the labor market, trainees' characteristics, the characteristics of employers with workers in these occupations, and supportive services provided graduates. It also compares trainees' wages, performance, turnover, and promotions with those of other employees in the same occupations, and examines turnover in the context of the female occupational and wage structures, and the operation of internal labor markets.

Data are being collected from Boston community action agencies on approximately 750 women who recently completed training in institutional training programs and the Concentrated Employment Program. The researcher is also interviewing 20 to 25 employers who hire women in the training occupations for information on the demand side of the market.

6.44 MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Grant 91-25-72-46
Scheduled for completion October 14, 1973

Eric L. Herzog. Doctoral Candidate; Dr. John F. Rockart, Sponsor, Alfred P. Sloan School of Management

Work Relationships in the Delivery of Medical Care: An Analysis of the Division of Labor Between Physician and Nurse Practitioner in Outpatient Clinics

The objectives of this study of the team approach to health care delivery are: To assess the role of certain variables in determining the division of labor between physicians and nurses; to analyze the nature of team relationships among medical professionals; and to determine the effects of different divisions of responsibility on staff satisfaction, role conflict, personal efficacy, client acceptance, and quality of service.

Three types of variables are involved in the analysis: (1) Personal style (age, sex, experience, professional role conceptions, and assumptions about the role of the patient and about authority and influence in practice); (2) determinants of actual division of labor (interpersonal behavior and roles in decisionmaking, nature of tasks performed, and organizational climate); and (3) actual division of labor (the amount of responsibility each physician and nurse perceives as his or hers, acceptance of this responsibility, the amount of responsibility perceived as the other practitioner's, and the amount of supervision and consultation required to perform these tasks).

Samples of physicians, nurses, directors of medicine and nursing, and patients have been selected from three outpatient clinics in Boston. Data are being gathered through personally administered questionnaires and interviews, through on-the-scene observation, from the clinics' list of services, and from published sources.

6.45 MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Grant 91-25-73-17
Scheduled for completion December 31, 1973

Martin R. Holmer, Doctoral Candidate; Dr. Michael J. Piore, Sponsor, Department of Economics

Poverty, Politics, and Relief: A Study of Public Welfare Programs in Boston Since the 1920's

This study is attempting to determine whether cyclical variations in the number of welfare recipients over the last 50 years can best be explained by: (1) A conventional analysis of labor market conditions (i.e., the number of welfare recipients is determined by the interaction of poor people's demand for assistance and government's supply of assistance); (2) a conventional analysis of labor market conditions combined with an analysis of the politics and administration of public assistance programs; or (3) an analysis which utilizes the dual labor market theory (i.e., the U.S. labor market is stratified into a primary, high-wage, stable-employment market and a secondary, low-wage, unstable-employment market) rather than conventional labor market theory and includes variables related to the personality characteristics of unemployed individuals, welfare caseworkers' attitudes toward their clients, and the protest movements, values, and ideologies that have influenced welfare politics.

Econometric models derived from these theories are being estimated with time series data on Boston public assistance programs and other political, social, and economic data. Sources include publications, documents, and public records of the Boston city government, Federal publications, and newspapers.

6.46 MICHIGAN STATE UNIVERSITY EAST LANSING, MICH.

Grant 91-24-69-25
Scheduled for completion in FY 1974

Jerry N. Judy, Doctoral Candidate; Dr. Grafton D. Trout, Sponsor, Department of Sociology

Occupational Specialization, Chain Migration, and the Assimilation of Mexican Americans into Michigan Communities

This study is examining the history of occupational adjustment of migratory Mexican American farmworkers who have settled in four Michigan towns, using data from an earlier study (see 2.10), supplemented by interviews with persons familiar with the historical patterns of Mexican American settlement in the communities, employers, and persons involved in helping newcomers find employment. The study explores the hypothesis that recent Mexican American settlers, especially those who came to join relatives in the same community, usually seek and find jobs in those occupations in which earlier Mexican American settlers have been employed.

6.47 THE UNIVERSITY OF MICHIGAN ANN ARBOR, MICH.

Grant 91-24-70-50
Scheduled for completion in FY 1974

Elizabeth Ann Rothman, Doctoral Candidate; Dr. Malcolm S. Cohen, Sponsor, Department of Economics

Time Patterns of Adjustment in Labor Force Behavior

This study is analyzing the determinants of changes in labor force behavior among residents of poverty and nonpoverty areas, with particular attention to the possibility that longer-term slum residents are more likely to be engaged in the irregular economy than new arrivals and may therefore have lower rates of labor force participation. Factors to which labor force behavior will be related include personal characteristics, length of residence in the area, economic characteristics of the type of labor market in which the individual originated, current source of income, and participation in job training programs. The study consists of cross-section analyses of data for three separate groups of 7,000 individuals each, residing in the Concentrated Employment Program (CEP) areas of New York City, the non-CEP areas of Detroit, and the non-CEP areas of Atlanta. The main source of data is the 1969 Urban Employment Survey by the Bureau of Labor Statistics. Other data are being obtained from *County Business Patterns* and the Current Population Survey, by the Department of Commerce, and from State welfare agency records.

6.48 THE UNIVERSITY OF MICHIGAN ANN ARBOR, MICH.

Grant 91-24-70-51
Scheduled for completion in FY 1974

Barry Bluestone, Doctoral Candidate; Dr. Malcolm S. Cohen, Sponsor, Department of Economics

Wage Rate Determinants of the Working Poor

This study of low-income workers—particularly those with full-time, year-round employment—is investigating the extent to which their wage rates reflect individual capability as opposed to their race, sex, geographical location, or industry affiliation. Wage determination models are to be tested using data from a recently completed project by the University's Institute of Labor and Industrial Relations which merges the results of the 1967 Survey of Economic Opportunity (SEO) with information from several other Federal surveys to produce a comprehensive set of detailed data on the characteristics of the regions, industries, and individuals in the SEO sample.

6.49 THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Grant 91-26-71-16
Scheduled for completion in FY 1974

Mary Huff Stevenson, Doctoral Candidate; Dr. Daniel R. Fusfeld, Sponsor, Department of Economics

The Determinants of Low Wages for Women Workers

This project is measuring the effects on the relative wages of men and women of differences in occupation, industry, and investment in human capital, with special attention to low-wage workers. It also describes the extent and nature of low-wage employment among women and the demographic and personal characteristics of women who work for low wages.

The analysis is based on data from the 1967 Survey of Economic Opportunity, combined with data from census and other government sources to show the industry, occupation, and area of residence of the survey sample.

6.50 THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Grant 91-26-71-46
Scheduled for completion in FY 1974

Robert Lyman Hubbard, Doctoral Candidate; Dr. Joseph Veroff, Sponsor, Survey Research Center

Future Orientation and Expectations as Predictors of Employment Success

This project builds on an ongoing study of the influence of achievement motivation on trainees' job success (see 4.71) whose preliminary findings suggest that motivation is affected by labor market conditions at the time of appraisal and the individual's general orientation to the future. It addresses such questions as: What factors affect trainees' expectations? What causes these expectations to change? How do future orientation and expectations function as predictors of job success?

Job histories and measures of motivation and expectations for approximately 150 trainees from the other study are being used in this project.

6.51 THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Grant 91-26-71-47
Scheduled for completion December 1973

Barbara Nell Carter, Doctoral Candidate; Dr. Howard Schuman, Sponsor, Department of Sociology

Institutional Racism: Forms of Discrimination in Merit and Nonmerit Hiring and Promotion

This project explores racial differentials in hiring and promotion practices across and within occupations and organizations to ascertain: (1) The extent to which such differentials are attributable to employer discrimination or to differences in education and experience; and (2) the relationship of organizational structure and functions to different forms of discriminatory barriers. It is testing the hypothesis that even when the mechanisms of discrimination produce the same outcome, their operation ranges from formal and impersonal in rules-oriented, highly centralized, bureaucratic organizations to informal, interpersonal, and ad hoc in participatory, human relations organizations.

The researcher is canvassing firms selected from Michigan areas with comparable groups of black labor. The sample, consisting of 10 organizations employing 150 workers or more, includes two public welfare agencies to represent conditions of "merit" employment. Within each organization, interviews are being conducted with 50 employees in each of three categories: Policymakers and administrators, managers and supervisors, and rank-and-file workers. Supplemental information is being gathered from company policy papers and through participant observation.

6.52 THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Grant 91-26-72-11
Scheduled for completion in FY 1974

Michael Denney, Doctoral Candidate; Dr. Kenneth P. Langton, Sponsor, Department of Political Science

The Effect of Technology on Organizational Structure

This study is concerned with the process by which a traditionally isolated sector of society–U.S. farmworkers–builds relations with social and political institutions. It examines patterns of social integration as shaped by mechanization, unionization, politicization, and social mobility. For a sample of 200 farmworkers, 30 farm managers, and 30 farm operators in San Joaquin Valley, Calif., information is being obtained in extended personal interviews on personality, intelligence, values, attitudes, behavior, and background characteristics.

6.53 THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Grant 91-26-72-22
Scheduled for completion December 1973

Susan Gore, Doctoral Candidate; Dr. Sidney Cobb, Sponsor, Survey Research Center

The Influence of Social Support and Related Variables in Ameliorating the Consequences of Job Loss

For low-skill, blue-collar workers laid off in plant shutdowns, this project attempts to gage the importance of positive interaction with friends, neighbors, and kin in offsetting the physical and psychological stress of job loss. It hypothesizes that through these supportive affiliations, the displaced worker derives job information; preserves his self-esteem; reevaluates the importance of his various life roles; maintains contact with reality; arrests the development of idiosyncratic, negative attitudes toward his union and former employer; and is assured of a reasonably secure future.

The study builds on and utilizes data from a longitudinal investigation of the health effects of job loss. Additional group-level data are being gathered to determine whether and to what extent the higher level of social support prevailing in a rural community accounts for the contrasting impact of job loss in urban and rural terminees.

6.54 THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Grant 91-26-72-24
Scheduled for completion in FY 1974

Ross M. Stolzenberg, Doctoral Candidate; Dr. Louis A. Ferman, Sponsor, Institute of Labor and Industrial Relations

The Occupational Determination of Discriminatory Returns to Education for Black Men

This study consists of two parts: (1) Measuring the racial differential in money returns to education for several occupations; and (2) ascertaining the relative importance as determinants of this differential of selected characteristics of the industrial environment, work content, and people associated with each occupation.

An individual income model is being developed and applied to data from the 1966 and 1967 Survey of Economic Opportunity. Data on occupations and industries are being derived from the *Dictionary of Occupational Titles*, the Census of Manufactures, the Census of Population, *Employment and Earnings*, and other published sources.

6.55 THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Grant 91-26-73-11
Scheduled for completion September 30, 1973

Edward J. Walsh, Doctoral Candidate; Dr. Howard Schuman, Sponsor, Department of Sociology

Low-Status Workers: Their Job Careers, Self-Esteem, and Life Styles

This study focuses on garbagemen, who rank lowest on every scale of occupational prestige, to find out how the stigmatized status of a job affects its incumbents. Five major questions are considered: (1) How do garbagemen compare with workers in other low-status occupations with respect to demographic characteristics, family background, employment and educational experience, wages, networks of social support (such as interaction with friends and organizational memberships), aspirations for their children, political views, racial attitudes, opinions about unions and management, and propensity toward drinking, taking drugs, stealing, or other deviant behavior? (2) Why do men become garbage collectors? (3) What is the status of the garbageman relative to workers in other low-prestige occupations? (4) How important is occupational status to the personal self-esteem and life style of garbagemen? (5) How do the garbageman's wife and neighbors feel about his work?

The sample consists of 350 workers from the refuse, streets, parks, and sewage divisions of the Ann Arbor and Detroit departments of public works. After working with groups of the men as participant observer and associating with them informally after work, the candidate is asking them to participate in questionnaire interviews. Biographical data on the men are being drawn from the personnel files of the public works departments.

6.56 THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Grant 91-26-73-15
Scheduled for completion December 31, 1973

Ann Kathleen Hoard, Doctoral Candidate; Dr. Patricia B. Gurin, Sponsor, Institute for Social Research

Expectancy Theory and Its Implications for Higher Education Among Black Youth

This study of blacks in their senior year of high school investigates some of the sociopsychological and environmental deterrents to the pursuit of post-high school education or training, and appraises the effectiveness of different types of guidance programs in overcoming these deterrents. Special attention is being given to the role of expectancy (i.e., an individual's perceptions of opportunities and of the likelihood of success) in black youths' decisions to continue their education.

Eighty black male seniors in an inner-city high school in Cincinnati, are being interviewed as they enter, and again after they complete, one of four combinations of the following types of guidance programs: (1) Two-day visits to college classes and work sites related to six educational or occupational fields of interest to the student; (2) workshops to enhance students' skills in studying, applying information, and taking tests; (3) individual counseling; (4) group counseling; (5) counseling sessions with parents; and (6) field trips to a 4-year college, a 2-year college, a predominantly black college, and a Job Corps center. A control group of 20 students is not participating in any of these activities. Three months after graduation, the subjects will again be contacted to ascertain what occupation and educational decisions they have made.

6.57 THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Grant 91-26-73-19
Scheduled for completion November 30, 1973

Paula Hudis Snyder, Doctoral Candidate, Department of Sociology; Dr. Louis A. Ferman, Sponsor, Institute of Labor and Industrial Relations

Sex Differences in the Income Determination Process

This project is formulating a model of the social process which produces sex differentials in income within a sample of occupations and for the U.S. labor force as a whole. Data from the 1970 Census are to be applied to the model to test the following hypotheses: (1) The male and female labor forces differ in racial composition, age distribution, and proportion employed part time; (2) men and women are differentially distributed through the occupational structure, with women situated in the lower paying jobs; (3) predominantly female occupations exhibit a net decrement in income which is partly attributable to their sex composition; and (4) a residual income differential exists between males and females which is attributable to sex discrimination by employers.

6.58 UNIVERSITY OF MISSOURI
COLUMBIA, MO.

Grant 91-29-72-41
Scheduled for completion in FY 1974

Robert L. Crosslin, Doctoral Candidate; Dr. David W. Stevens, Sponsor, Department of Economics

Asking Wage Behavior of Unemployed Workers: An Empirical Investigation

This project will develop a hybrid model of job search behavior from a synthesis of existing theoretical models and use it to assess the influence of market and taste variables on the initial determination of, and changes in, an unemployed person's asking wage.

The St. Louis Service to Claimants program evaluation completed in April 1973 is the source of data. It contains detailed demographic, employment, earnings, job search, and asking wage information on 2,500 designated applicants for unemployment insurance at four Division of Employment Security Offices in the St. Louis area.

6.59 UNIVERSITY OF NEBRASKA
LINCOLN, NEBR.

Grant 91-13-73-30
Scheduled for completion October 1973

Walter A. Verdon, Doctoral Candidate; Dr. Campbell R. McConneil, Sponsor, Department of Economics

Rates of Return to Investment in Education at All Levels in the State of Nebraska

This study is testing the hypothesis that individuals have invested efficiently in the various levels of education. It will estimate the rates of return on investment at all levels of formal schooling (elementary, secondary, vocational, and college/university) and compare these with alternative investments.

Earnings and education data will be derived from the 1970 Census Public Use Sample, and the 1/100 1960-70 Compatible Public Use Sample. Cost data are being obtained from the State of Nebraska.

6.60 THE RESEARCH FOUNDATION OF THE STATE UNIVERSITY OF NEW YORK, ALBANY

ALBANY, N.Y.

Grant 91-36-72-31
Scheduled for completion in FY 1974

George Bruce Hartmann, Doctoral Candidate; Dr. E. F. Renshaw, Sponsor, Department of Economics

An Analysis of the Impact of Urban Renewal and Highway Programs on Employment in Black-Owned Businesses

This appraisal of the employment impact of urban renewal and highway development programs attempts to quantify and describe the characteristics of displaced black employers and employees; analyze patterns of response to displacement; suggest specific Federal relocation measures; and provide a framework for forecasting displacements and the amount of funds required to salvage and upgrade the jobs and businesses affected.

The candidate is compiling self-contained case studies for each of seven major cities. Each case study will include an analysis of the city's economic characteristics and of the relocation experiences of its dislocated businesses. The results of recent surveys of companies displaced by urban and highway development in other cities are also being examined and compared with the case study findings.

6.61 THE RESEARCH FOUNDATION OF THE STATE UNIVERSITY OF NEW YORK AT BUFFALO

BUFFALO, N.Y.

Grant 91-36-73-13
Scheduled for completion November 14, 1973

Robert E. Allen, Doctoral Candidate; Dr. Thomas G. Gutteridge, Sponsor, School of Management

Career Patterns of 2-year College Graduates

This study of the labor market experience and career patterns of alumni of 2-year colleges makes the following comparisons: (1) Business vs. engineering graduates; (2) graduates who transfer to 4-year colleges vs. those who do not; and (3) 2-year college graduates vs. graduates of public community colleges. The study also examines the occupational and geographic mobility of 2-year college graduates and attempts to predict their career success on the basis of such criteria as academic excellence, demographic characteristics, job-search experiences, and length of time since graduation.

Data are being drawn from the records of two public and two private 2-year colleges in western New York State. Questionnaires are being sent to 3,000 alumni of these schools who graduated between 1962 and 1971.

6.62 NEW YORK UNIVERSITY

NEW YORK, N.Y.

Grant 91-36-71-13
Scheduled for completion in FY 1974

John Robertson Morse, Doctoral Candidate; Dr. Ronald D. Corwin, Sponsor, Department of Sociology

Occupational Mobility Among Unionized Civil Service Workers in New York City

This investigation of union strategies for promoting occupational mobility compares the career histories of four membership groups within the New York City Council of the American Federation of State, County, and Municipal Employees: (1) Members who have participated in the union's training programs; (2) members who are in occupations for which credentials have been altered or dropped by the civil service; (3) members who have retired and found new jobs; and (4) members who have received none of these benefits.

Demographic, attitudinal, and work history information is being obtained from questionnaires from a sample of 500 members from each group. The rationale behind the various strategies for increasing career mobility and how it has changed over the years is being explored in interviews with union officials. Information on the civil service system and its responses to the union's strategies is being obtained in interviews with civil service officials.

6.63 NEW YORK UNIVERSITY
NEW YORK, N.Y.

Grant 91-36-73-29
Scheduled for completion June 1974

John Andrew Langdale, Doctoral Candidate; Dr. Raymond A. Katzell, Sponsor, Department of Psychology

Assessment of Organizational Climates: The Appropriateness of Classical Management Theory and Human Relations Theory Under Various Contingencies

This study will investigate organizational environments and their influence upon manpower requirements and utilization. After a survey of the literature and some theoretical speculation, 11 contingencies have been isolated. If organizations are open systems in process of adaptation, it is expected that they will manifest either human relations or classical climates, depending upon the 11 contingencies. Member preferences for classical or human relations climates should also be moderated by the contingencies.

The study sample will be key personnel in approximately 20 organizational units in the New York City area.

6.64 THE UNIVERSITY OF NORTH CAROLINA
CHAPEL HILL, N.C.

Grant 91-37-72-14
Scheduled for completion in FY 1974

Howard S. Muse, Jr., Doctoral Candidate; Dr. George B. Tindall, Sponsor, Department of History

Youth Programs in Historical Perspective: The Experience of the National Youth Administration, 1935-43

This project compares youth unemployment and Federal programs to alleviate it during the New Deal and today. The candidate has compiled a history of the National Youth Administration from a variety of secondary sources and is examining its implications for the Job Corps and Neighborhood Youth Corps, as well as for the general persistent problem of integrating large numbers of young people into an increasingly complex industrial society.

6.65 THE UNIVERSITY OF NORTH CAROLINA
CHAPEL HILL, N.C.

Grant 91-37-73-36
Scheduled for completion May 1974

Lloyd V. Temme, Doctoral Candidate; Dr. Glen Elder, Jr., Sponsor, Department of Sociology

Fifteen Years After High School—The Impact of the Adolescent Social System on Subsequent Occupational Achievement

This project is analyzing the occupational achievements of men at a time when they are becoming settled in their careers and the effects of their educational experience on their career patterns. It will examine the long-range influence of the high school social system on occupational achievement, particularly comparing the effects of family, schools, and peers on occupational careers and on the routes to occupational achievement.

Data have been obtained from a followup investigation of 10,000 individuals who were first studied as high school students in northern Illinois in 1957. The analysis will use a socioeconomic life cycle approach: (1) To examine the direct and indirect influence on occupational achievement of family background, grades, IQ, and educational attainments; and (2) to introduce certain new variables into occupational achievement models.

6.66 THE OHIO STATE UNIVERSITY RESEARCH FOUNDATION

COLUMBUS, OHIO

Grant 91-37-70-55
Scheduled for completion in FY 1974

Jeanne W. Prodell, Doctoral Candidate; Dr. Rachel M. Hubbard, Sponsor, School of Home Economics

A Descriptive Survey of Part-Time Employment in Food Services in Ohio

This project examines the scope and occupational distribution of part-time employment in food service operations in four major metropolitan areas of Ohio and the characteristics of the part-time workers. Data are being gathered in interviews with the workers and their employers in 10 commercial firms and 10 health-care institutions in each area.

6.67 UNIVERSITY OF OREGON

EUGENE, ORE.

Grant 91-41-72-47
Scheduled for completion in FY 1974

Lois Ann Martin, Doctoral Candidate, Department of Political Science; Dr. Joan Acker, Sponsor, Women's Research Center, Division of the Institute for Community Studies

The Impact of Rules and Regulations Prohibiting Sex Discrimination in Employment: A Study of Response Patterns of Employers in Oregon

This study seeks to identify change in the demand for women workers in Oregon attributable to Federal and State laws against sex discrimination in employment. Published data for the period 1963-69 are being analyzed to determine sex differences in labor force participation trends, occupational segregation by sex, median incomes of men and women over time, and changes in the distribution by sex of selected occupations vs. total work force. A sample of employers in Salem and Eugene are being interviewed about changes in company policies to comply with the laws, and on management's knowledge of the laws and attitudes toward compliance.

6.68 UNIVERSITY OF PENNSYLVANIA

PHILADELPHIA, PA.

Grant 91-42-73-33
Scheduled for completion August 1974

Julia A. Ericksen, Doctoral Candidate; Dr. Ann R. Miller, Sponsor, Department of Sociology

The Labor Force Participation and Occupational Mobility of Married Women with Children in the United States: An Investigation of Cultural and Structural Factors

This study of the labor force participation and occupational mobility of married women with children is based on the hypothesis that their mobility depends in part on their commitment to work. Because younger women have recently shown an increased commitment to employment outside the home, the study will compare the experiences of a cohort of older women and a cohort of younger women, using data from the national longitudinal studies of labor force behavior (see 4.25).

6.69 PRINCETON UNIVERSITY
PRINCETON, N.J.

Grant 91-32-69-66
Scheduled for completion in FY 1974

James J. Heckman, Doctoral Candidate; Dr. Albert Rees, Sponsor, Department of Economics

Determinants of Household Labor Force Response to Income and Asset Changes

In order to predict the labor force behavior of married women, this project attempts to relate their labor force participation, by age and race, to: (1) The size and source of income changes in their households; (2) their families' assets and debts; and (3) changes in the level and composition of assets. Household survey data from the Bureau of Labor Statistics are being used.

6.70 PRINCETON UNIVERSITY
PRINCETON, N.J.

Grant 91-32-70-41
Scheduled for completion in FY 1974

Vernon J. Dixon, Doctoral Candidate; Dr. William J. Baumol, Sponsor, Department of Economics

A Determination of Investment Priorities in Urban Black Communities

In an effort to ascertain the optimal use of resources available to urban black ghettos, this study considers the following investment possibilities: (1) Training unskilled workers for jobs located primarily outside their community; (2) inducing outside firms to relocate or open branch plants in the ghetto; (3) subsidizing resident-owned businesses; or (4) some combination of these possibilities. The relative merits of these investment alternatives are being weighed from the standpoint of the community's specific objectives, i.e., whether it seeks to maximize its share of the gross national product or to increase the level of employment in the area.

The Bedford-Stuyvesant section of Brooklyn, N.Y., which has tried a combination of the three investment possibilities, is the setting for the research. Using data on population trends and labor force participation rates for the area, the researcher is estimating the jobs needed to provide employment for the community's workers. These needs are being compared with estimates of the maximum numbers and costs of employment opportunities that would result from alternative government investments.

6.71 THE UNIVERSITY OF ROCHESTER
ROCHESTER, N.Y.

Grants 91-36-71-45 and 91-36-73-12
Scheduled for completion July 31, 1973

Jonathan E. Garlock, Doctoral Candidate; Dr. Herbert G. Gutman, Sponsor, Department of History

The Producing Classes: Ideology in American Agrarian and Labor Movements, 1866-1896

This project is concerned with the response of unskilled workers to the technological innovations of the late 19th century. It is reassessing and correlating the widely diverse activity in political and reform movements, labor unions, farmers' groups, and experimental producer-consumer cooperatives of that period in an attempt to answer two questions: (1) To what extent were these phenomena different aspects of a coherent response to technological change? (2) What are their implications for interpreting workers' responses to technology today?

The study draws on the records and journals of farm and labor organizations, reports of State labor bureaus, autobiographies of movement leaders, and other literature of and about the period.

6.72 THE UNIVERSITY OF ROCHESTER
ROCHESTER, N.Y.

Grant 91-36-72-39
Scheduled for completion in FY 1974

David F. Noble, Doctoral Candidate; Dr. Herbert G. Gutman, Sponsor, Department of History

Technology Transfer and Changes in the Perception of Technology Among American Engineers in the Twentieth Century

This study of past applications of the technology of business and industry to social problems focuses on three questions: (1) How has the engineer's definition of a technological problem changed during this century? (2) What has he learned from his experience in social engineering about the social and political significance of his skills and his social identity and role as a technologist? (3) What insights has he gained about the nature of modern science and technology, its habits of thought, and its modes of perception? The underlying assumption is that changes in technologists' perceptions of technology signal significant changes in technology.

The researcher is interviewing displaced aerospace engineers in Boston, and a group of engineers and government and corporate officials associated with an experiment in California in 1964 to apply techniques of the aerospace industry to transportation, waste management, and crime prevention. Additional information is being gathered from trade journals and other published sources.

6.73 SAINT LOUIS UNIVERSITY
ST. LOUIS, MO.

Grant 91-29-71-50
Scheduled for completion in FY 1974

Joseph F. Greer, Jr., Doctoral Candidate; Dr. Thomas S. McPartland, Sponsor, Department of Sociology and Anthropology

Work and the Organization of Life Style: Implications for Job Retention

This study attempts to relate the job tenure of a marginal worker to the employment characteristics of his closest friends, his wife's description of him, and his self-concept. The sample consists of 150 married men, living with their wives, who, after 2 weeks or more of unemployment, apply for work through the N.Y. State Employment Service office in Olean.

As soon as a subject is placed in a job, he and his wife are being asked to write 20 statements which characterize the worker and to list the names and employment characteristics of his 10 closest friends. Each worker is being contacted again 7 and 40 weeks after placement and the same information elicited. The researcher postulates that the greater the proportion of employed friends and of work-oriented statements he and his wife make about him, the longer his job retention; and the longer his unemployment, the lower the proportion of work-oriented statements and the more unemployed friends he will name.

6.74 STANFORD UNIVERSITY
STANFORD, CALIF.

Grant 91-06-71-27
Scheduled for completion in FY 1974

Flora Davidoff, Doctoral Candidate; Dr. Paul A. David, Sponsor, Economics Department

Emigration of Southern Blacks in the United States, 1910-70

This study seeks to explain temporal and spatial variations in Negro migration from the South. Time-series and cross-section data are being used to analyze the effects on migration decisions of age, transitory and long-term levels of unemployment, regional differentials in unemployment rates, and the pull of earlier migration movements.

6.75 SYRACUSE UNIVERSITY
UTICA, N.Y.

Grant 91-36-71-52
Scheduled for completion December 1973

James P. O'Hair, Doctoral Candidate; Dr. Mark Abrahamson, Sponsor, Department of Sociology

The Achievement Process: An Exploratory Study of Career Beginnings

Assuming that the positions to which an individual moves within and between occupational structures largely determine his social status, this study is analyzing the way in which structural and social psychological influences interact to determine early career mobility and thus define achievement as a process. The researcher is developing a model which conceptualizes the process as one through which the individual acquires various types of resources which interact with his environment to provide him with the means to make the sequence of moves needed to attain a desired goal or status.

Operationally, the model associates each of the steps through which the individual must pass to reach the career goals with the variable conditions for successful mobility into the particular step: His antecedent knowledge of the goals in the environment and of alternative means of achieving those goals, and his accumulation of such other resources as personal attributes, skills, motivations associated with success and failure, capital of various sorts, and role models.

The model will be tested with data for 1960, 1961 and 1965 from the Project TALENT data bank for young men who were high school seniors in 1960.

6.76 THE UNIVERSITY OF TENNESSEE
KNOXVILLE, TENN.

Grant 91-47-72-48
Scheduled for completion July 31, 1973

Clarence H. Barnes, Doctoral Candidate; Dr. J. Fred Holly, Sponsor, Department of Economics

An Investigation of the Causes of Intra-Firm Upward Mobility Among Selected Apprentice-Trained Skilled Craftsmen

This research tests the premise that a higher percentage of apprentice-trained journeymen move up into jobs as managers and supervisors than do journeymen without apprenticeship training. The personnel records of two groups of subjects are being examined: (1) All individuals who graduated between 1960 and 1968 from any of six craft maintenance apprenticeship programs sponsored by the Tennessee Valley Authority (TVA); and (2) all journeymen without apprentice training hired by TVA during the same period. Mobility is being compared for the two groups for both those who left TVA and those still employed. The latter are also being queried regarding aspects of their personal backgrounds that might have bearing on upward mobility.

6.77 TEXAS A&M RESEARCH FOUNDATION
COLLEGE STATION, TEX.

Grant 91-48-73-27
Scheduled for completion May 1974

James H. Yeager, Jr., Doctoral Candidate; Arthur S. DeVany, Sponsor, Department of Economics

Unemployment in the Defense Industry: An Analysis of the Unemployed Worker's Job Search Strategy and the Manpower Policies of the Firm

This study considers the interrelationships between the manpower policies of defense firms and the job search behavior of skilled defense workers who are unemployed. It will analyze factors which determine the individual firm's optimal stock of labor, because the demand for labor in the defense industry is not reckoned in the same way as in the conventional firm.

Data for the study are available from surveys covering more than 11,000 workers laid off by the defense industry in Seattle, Denver, and Long Island between 1963 and 1965. These data will be complemented by information collected on 14 defense firms from 1962 to 1966.

6.78 TEXAS TECHNOLOGICAL UNIVERSITY
LUBBOCK, TEX.

Grant 91-48-72-37
Scheduled for completion August 31, 1973

William Clint Johnson, Doctoral Candidate; Dr. John Wittman, Sponsor, Department of Economics

The Impact of the Four-Day Work Week on Hospitals

This study is considering the costs, efficiency, and employment implications of placing hospital personnel on a 10-hour day, 4-day week work schedule. With the help of the American Hospital Association, the researcher has compiled a list of all U.S. hospitals known to have adopted the 4-day week. Through a combination of interviews and personal visits, administrators of a sample of these hospitals will be questioned about their reasons for undertaking the arrangement and their experiences with it, and asked to obtain their employees' cooperation in completing a questionnaire to gage employee attitudes toward the 4-day week. Following a preliminary analysis of the questionnaire returns, additional visits will be made to selected hospitals to test the validity of the conclusions.

6.79 THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

Grant 91-46-70-35
Scheduled for completion April 1974

Judy P. Appelt, Doctoral Candidate; Dr. Robert C. Mayfield, Sponsor, Department of Geography

Relationships Between Population Decrease and Tertiary Employment Opportunities in Agricultural Communities

This study of the impact of declining population on job opportunities focuses on small, agriculturally oriented towns in an effort to: (1) Establish the order in which business and service functions change or disappear; and (2) correlate those functions which show the greatest loss, gain, or alteration of form with changes in opportunities for existing and potential entrepreneurs and employees. Inventories are being made of functions present and opportunities filled for the periods 1950-60 and 1960-70.

The study is based on a stratified random sample of 40 agriculturally based towns in western Kansas whose populations declined between 1950 and 1960. Data are being gathered from secondary sources, field observations, and interviews with a random sample of 375 proprietors, managers, professionals, and skilled workers active in the towns since 1950. In addition to information concerning past and current job opportunities, the interviews are probing the respondents' attributes and their subjective opinions about prospective opportunities within their particular occupations.

6.80 TUFTS UNIVERSITY
MEDFORD, MASS.

Grant 91-25-73-22
Scheduled for completion March 31, 1974

James E. McCarthy, Doctoral Candidate; Dr. Benjamin J. Cohen, Sponsor, Fletcher School of Law and Diplomacy

Trade Adjustment Assistance: A Case Study of the New England Shoe Industry

This study of the economic and political impact of adjustment assistance programs provided by the Trade Expansion Act of 1962 (TEA): (1) Investigates reasons for delay in implementing various provisions, including that calling for distribution of adjustment assistance; (2) assesses the effectiveness of present assistance programs administered by the Departments of Labor (for workers displaced by imports) and Commerce (for firms threatened by imports); and (3) appraises public attitudes toward current trade policies and adjustment assistance programs.

A random sample of 25 workers in each of 8 shoe factories in New England, drawn from employment security office lists of TEA claimants, is being queried regarding post-layoff counseling, retraining, and employment experience. The researcher is examining the sales and profit figures and interviewing executives of three firms which received adjustment assistance and five firms which applied for but did not receive aid. Information on public attitudes is being gathered in interviews with union leaders and government officials representing affected districts.

6.81 TULANE UNIVERSITY
NEW ORLEANS, LA.

Grant 91-20-68-55
Scheduled for completion in FY 1974

Thomas L. Turner, Doctoral Candidate; Dr. Leonard Reissman, Sponsor, Department of Sociology

Attitudes Comprising the "Culture of Poverty"

This study is testing the validity of the concept, "culture of poverty," by comparing certain values, norms, and attitudes among the poor and nonpoor. It is measuring the effects of age, family structure, and race on individual adherence to the values, norms, and attitudes of the "culture of poverty," with emphasis on those aspects which hinder the poor in achieving economic security when the opportunity is present. Interviews are being conducted in New Orleans with 125 persons from each of the following groups: Poor whites, poor Negroes, and whites and Negroes whose incomes are above the poverty level.

6.82 WASHINGTON UNIVERSITY
ST. LOUIS, MO.

Grant 91-27-69-24
Scheduled for completion in FY 1974

Marvin H. Kahn, Doctoral Candidate; Dr. Edward Kalachek, Sponsor, Department of Economics

Substitution in the Labor Market: A Nonseparable Approach

This study is concerned with the extent to which substitution among capital and different types of labor can offset the inflationary effects of capital and labor shortages. On the assumption that all labor market inputs interact with one another inseparably, the study tests the hypothesis that capital can act as either a substitute for or a complement to labor. Specifically, it investigates post-World War II changes in the elasticity of substitution with respect to workers in different occupations, age-sex groups, and levels of educational attainment in relation to changes in technology, the composition of output, and labor force characteristics.

6.83 WASHINGTON UNIVERSITY
ST. LOUIS, MO.

Grant 91-27-69-38.
Scheduled for completion in FY 1974

Norbert W. Budde, Doctoral Candidate; Dr. Edward Kalachek, Sponsor, Department of Economics

Demand and Training for Dental Hygienists

This study is examining the range of activities within a dentist's practice in which a hygienist can substitute for the dentist and the optimal mix of these activities, and deriving a demand and supply curve for hygienists.

Dentists who do and do not employ hygienists are being interviewed concerning the time they spend on various tasks which both they and hygienists can perform and the total volume of services their practices provide. The demand estimate for hygienists is based on substitution possibilities and the value of the dentists' time in terms of the size of their practices. The supply estimate builds on the results of other studies and takes into account such factors as expected rate of return on investment in training, availability and cost of training, and present competition to enter training.

6.84 WASHINGTON UNIVERSITY
ST. LOUIS, MO.

Grant 91-29-71-36
Scheduled for completion in FY 1974

Paul T. Dickinson, Doctoral Candidate; Dr. Frederic Q. Raines, Sponsor, Department of Economics

The Effect of Income Maintenance Programs on the Labor Supply and Incomes of Low-Income Households

This project seeks to evaluate the potential impact of various income maintenance schemes on labor force participation and other dimensions of labor supply among key social and demographic groups. Three criteria of efficiency are being applied in comparing the different plans: (1) Minimization of the reduction in labor supply; (2) maximization of the degree to which households are raised above the poverty level; and (3) maximization of the proportion of gross expenditures on the program that shows up as a net increase in family income.

Estimates disaggregated by age, sex, race, marital status, and income group are being developed from data for a cross-section of 40,000 low- and medium-income individuals drawn from the Census Bureau's Current Population Surveys for February and March 1966.

6.85 WASHINGTON UNIVERSITY
ST. LOUIS, MO.

Grant 91-29-72-30
Scheduled for completion December 1973

Dismás B. Kalcic, Doctoral Candidate; Dr. Edward Greenberg, Sponsor, Department of Economics

Interarea Occupational Earnings Differentials: A Cross-Section Analysis

This study is testing the premise that for a given occupation, variations in earnings between economic areas are functions of: (1) The amount and quality of workers in the occupation; (2) the amount and quality of all other workers in the area (as determined by the interaction of sex, race, and level of educational attainment); and (3) the capital/labor ratio of the area. The candidate is attempting to pinpoint the causes of differences in occupational earnings between the North and the South.

Data sources include the Census of Population, the Census of Manufactures, Bureau of Labor Statistics bulletins, and the 1967 *County and City Data Book*.

6.86 WEBER STATE COLLEGE
OGDEN, UTAH

Grant 91-49-73-25
Scheduled for completion September 30, 1973

James D. Van Erden, Doctoral Candidate; Dr. Larry Blair, Sponsor, Department of Economics

An Analysis of Social Criteria and Triggering Mechanisms for Extending Unemployment Benefits

This study is developing criteria for evaluating and testing alternatives to current trigger formulas for extending the duration of unemployment benefits during periods when "unemployment is high and it is reasonable to expect that significant numbers of regularly employed people will be out of work for longer than normal periods." Criteria will be derived from an analysis of the extended benefits program, the background and intent of the enabling legislation, and the operation of trigger mechanisms. Data from published sources will be used to test alternative trigger mechanisms against the resulting criteria.

6.87 THE UNIVERSITY OF WISCONSIN MADISON, WIS.

Grant 91-53-70-08
Scheduled for completion in FY 1974

John F. Baum, Doctoral Candidate; Dr. Gerald G. Somers, Sponsor, Department of Economics

An Experimental Analysis of Training for Disadvantaged Workers Under the Job Opportunities in the Business Sector (JOBS) Program

This study is comparing costs and outcomes of current approaches to training used by National Alliance of Businessmen (NAB) firms participating in the Job Opportunities in the Business Sector (JOBS) program. A sample of 180 disadvantaged trainees and 120 other new employees of NAB-JOBS firms in Dallas has been randomly divided into three training groups, each of which simulates a major alternative approach available to NAB-JOBS firms. For each of the three groups, the disadvantaged trainees and the other employees are being compared with respect to sociopsychological and economic characteristics and pretraining and posttraining job performance and attitudes.

6.88 THE UNIVERSITY OF WISCONSIN MADISON, WIS.

Grant 91-55-72-49
Scheduled for completion August 2, 1973

Luther B. Otto, Doctoral Candidate; Dr. David Lee Featherman, Sponsor, Department of Rural Sociology

Labor Force Experience and Socioeconomic Career Attainments of a Rural Population

For young men with rural backgrounds, this project explores: (1) The influence of various social and psychological factors on educational, occupational, and economic success; and (2) work-related antecedents of psychological well-being. Data gathered in a University of Michigan survey of 442 17-year-old male high-school students in Lenawee County, Mich., in 1957, will be compared with a followup study of the same group 15 years later. The 1957 data include measurements of personality, work-related values, educational and occupational aspirations, and socioeconomic status, and the 1972 data cover work history and achievement.

6.89 THE UNIVERSITY OF WISCONSIN MADISON, WIS.

Grant 91-55-73-05
Scheduled for completion in FY 1974

Malcolm D. Bale, Doctoral Candidate; Dr. Robert E. Baldwin, Sponsor, Department of Economics

Adjustment to Freer Trade: An Economic Analysis of the Adjustment Assistance Provisions of the Trade Expansion Act of 1962 and of the U.S. Canadian Automotive Trade Products Agreement of 1965

This study analyzes the rationale behind current U.S. trade legislation which provides that if increased imports injure domestic business, the firm, industry, or labor union affected may apply to the Tariff Commission for eligibility for adjustment assistance. It seeks to: (1) Assess the effectiveness of such provisions in the U.S. and elsewhere; (2) estimate the costs and benefits to labor, industry, and the economy of simultaneously providing trade concessions and adjustment assistance; (3) compare the policy of providing trade concessions and adjustment assistance while reinstating tariffs or imposing nontariff controls; (4) compare the policy of adjustment assistance to that of reducing tariffs and quota progressively; (5) examine the case for giving adjustment assistance not only to the import-competing sector, but to all firms and workers affected by technical change and other forces of a dynamic economy; (6) determine how tariff cuts and adjustment assistance affect income redistribution; (7) document and compare adjustment assistance cases heard under the Trade Expansion Act and the U.S.-Canadian Auto Agreement; (8) explore problems of interpreting the criteria for eligibility for assistance; (9) consider ways to amend the legislation so that import-induced adjustment problems can be anticipated and plans for workers' reemployment made before their dislocation; and (10) test hypotheses that industries affected by tariff concessions are generally located in relatively depressed areas and that trade concessions are given principally on labor-intensive products. Questionnaires are being sent to U.S. firms and unions that have been involved in adjustment assistance appeals. Cost-benefit case studies are being conducted on a randomly selected sample of the respondents. Other information is being obtained from Tariff Commission hearings and other published sources and in interviews with officials of the Tariff Commission, the Automotive Adjustment Assistance Board, and the United Automobile Workers Union.

6.90 THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Grant 91-55-73-14

Scheduled for completion November 30, 1973

Haruo Shimada, Doctoral Candidate; Dr. Gerald G. Somers, Sponsor, Industrial Relations Research Institute

The Structure of Earnings and Investments in Human Resources: A Comparison Between the United States and Japan

This study is estimating the returns to investment in labor market experience, education, and training, and analyzing the influence on these returns of such variables as occupational distribution and labor market structure. The analysis, which entails construction of a regression model and comparison of the male labor forces of the United States and Japan, utilizes data from the following sources: (1) The 1966 and 1967 Survey of Economic Opportunity, covering 38,000 U.S. households; (2) a longitudinal survey of the U.S. labor force (see 4.25); and (3) the Basic Survey of Wage Structure, conducted annually since 1954 by the Japanese Ministry of Labor, which provides detailed information on earnings by age, sex, education, occupation, industry, size of firm, etc.

6.91 THE UNIVERSITY OF WISCONSIN MADISON, WIS.

Grant 91-55-73-20
Scheduled for completion September 1, 1973

David R. Zimmerman, Doctoral Candidate; Dr. Gerald G. Somers, Sponsor, Industrial Relations Research Institute

The Public Employment Program (PEP) in a Rural Setting: An Analysis of Participant Experiences in Wisconsin

This project compares participant experiences in two components of the Wisconsin PEP: (1) The State-government component, which includes all positions located in the primarily urban political jurisdictions of directly funded local program agents; and (2) the balance-of-State component, comprising the primarily rural counties that qualify for PEP funds on the basis of their unemployment rates but do not meet the population criterion to qualify as direct program agents. To determine if PEP is achieving its goal of providing unemployed workers with jobs in the public sector, the researcher is comparing the labor market experience, work and training qualifications, job search methods, demographic characteristics, and incomes of program hires, nonhires, and eligible nonapplicants. To determine if PEP is helping participants secure unsubsidized employment, he is comparing the earnings and employment experience of program participants and terminees. The project will include an appraisal of the impact of PEP on the development of rural areas.

Data are being gathered from program records; through mail questionnaires to samples of program participants, terminees, nonhires, and eligible nonapplicants; and in personal interviews with program administrators and small samples of participants and terminees.

6.92 THE UNIVERSITY OF WISCONSIN MADISON, WIS.

Grant 91-55-73-24
Scheduled for completion May 31, 1974

Pamela J. Heath, Doctoral Candidate; Dr. Gerald G. Somers, Sponsor, Department of Economics

An Analysis of the Determinants of the Labor Force Mobility of Females

This research will investigate the relative strengths of economic, demographic, and attitudinal influences on the labor market decisions of women. The investigator is analyzing variations in family financial position, family structure and composition, costs of child care, and the individual's education and training, health, race, and work attitudes.

The analysis will use data from a longitudinal survey of labor force behavior (see 4.25).

6.93 YALE UNIVERSITY NEW HAVEN, CONN.

Grant 91-07-68-59
Scheduled for completion in FY 1974

Bruce R. McKellips, Doctoral Candidate; Dr. Mark W. Leiserson, Sponsor, Department of Economics

Negro Migration and the Urban Complex: Some Implications for Public Policy

This study is evaluating the structure and dynamics of Negro migration in order to suggest policies on migration to central cities. It uses data from the 1960 Census on gross and net migration into and out of States and standard metropolitan statistical areas.

6.94 YALE UNIVERSITY
NEW HAVEN, CONN.

Grant 91-09-71-28
Scheduled for completion in FY 1974

Peter Reuter, Doctoral Candidate; Dr. James Tobin, Sponsor, Department of Economics

Macroeconomic Policies in Inflationary Situations and the Size Distribution of Income

This study is exploring the distributive impact of alternative policies for depressing the rate of inflation, using data on the financial characteristics of 2,557 families from two recent Federal Reserve Board surveys. It will: Estimate the structure of income, with particular attention to nonwage income, for different socioeconomic groups; examine the influence of macroeconomic policy instruments on the composition of aggregate income; and assess the effects of changes in the composition of aggregate income on the incomes of different socioeconomic groups.

6.95 YALE UNIVERSITY
NEW HAVEN, CONN.

Grant 91-09-71-42
Scheduled for completion December 1973

Geoffrey R. H. Woglom, Doctoral Candidate; Dr. Robert S. Goldfarb, Sponsor, Department of Economics

The Implications of Search Unemployment for Labor Market Behavior and the Phillips Curve

This research is extending models that attribute the shortening of the job search during inflation to the fact that workers' acceptance wages reflect lagging perceptions of wage and price increases. The researcher questions the implication of these models that the trade-off between unemployment and inflation described in the Phillips curve is perfectly inelastic in the long run, when perceptions catch up with reality. The researcher is broadening the theoretical framework to encompass the intensity of job search as well as the acceptance wage. He intends also to incorporate more realistic assumptions about the ways in which jobseekers adjust their market information and hence their expectations, and to take account of the effects on the flow of workers, into and out of the pool of unemployed, of labor market accounting balances (that is, not only the actions of employers and workers but also the stock of employed and unemployed workers).

6.96 YALE UNIVERSITY
NEW HAVEN, CONN.

Grant 91-09-72-29
Scheduled for completion December 1973

Charlotte K. Stiglitz, Doctoral Candidate; Dr. William C. Brainard, Sponsor, Department of Economics

Wage Determination for Public Employees: The Case of Public School Teachers

This study is seeking to ascertain the impact of public services supply and demand on teachers' salaries during the 1960's. It considers such questions as: (1) What is the relationship between a community's expenditures on education and the levels of earnings and educational attainment of its citizens? (2) What is the relative expenditure on education in communities with higher proportions of the population either over 65 or dependent on nonpublic schools? (3) Can teachers demand and receive higher salaries if the community's pupil-teacher ratio rises? If more attractive financial alternatives emerge in the private sector? (4) Can they be forced to accept salary cuts in communities with high rates of unemployment among professionals? (5) Has unionization boosted teachers' salaries relative to the salaries of nonunionized public employees and of other nonagricultural workers?

Sources for the analysis include the yearly census of public employment; the *Census of Governments, 1962 and 1967*; the Office of Education's *Digest of Educational Statistics* and *Statistics of Nonpublic Elementary and Secondary Schools*; and publications of the Research Division of the National Education Association, the National Catholic Educational Association, and the American Federation of Teachers.

COMPLETED PROJECTS

6.97 BROWN UNIVERSITY
• PROVIDENCE, R.I.

Grant 91-44-71-51

Frank L. Mott, Doctoral Candidate; Dr. Alden Speare, Jr., Sponsor, Department of Sociology

Labor Force Participation and Fertility for Women with Young Children in Rhode Island: An Analysis of Their Interactions and Antecedents

This study concerned the relationships between work and fertility and the ways in which they are affected by the wife's and, to a lesser extent, the husband's background. A chronological life-cycle model was developed to indicate how early childhood factors affect both pre-adult behavior, which in turn may affect adult behavior directly.

Data were from 1,578 once-married female respondents in the Rhode Island Health Survey, collected in 1967, 1968, or 1969. This study divided the women into two groups, under the age of 50 and 50 and over.

Premarriage factors contributed little to explaining work and fertility of these married women, especially the younger ones. But early work experiences influenced later job holding. For older women, prior work was related to number of children. But for younger women, the background experiences associated with number of children were not often those that were related to below-average working habits. In fact, some premarriage factors related to both work and childbearing were positively related to both higher fertility and above-average working propensities.

The economic motive for work seemed by far the most important. If working tendencies are economically based, they may be more easily changed than if they were deeply ingrained from childhood.

*NTIS–PB 212129 ($6).

6.98 UNIVERSITY OF CALIFORNIA, BERKELEY
• BERKELEY, CALIF.

Grants 91-05-70-42 and 91-06-71-33

Michael D. Hurd, Doctoral Candidate; Dr. Lloyd Ulman, Sponsor, Department of Economics

Changes in Labor Force Participation

This study investigated the causes of the changes between 1959 and 1967 in labor force participation by age, race, and sex. It developed a model which assumes the family makes decisions about the labor supply of its members, so that an individual's participation depends not only upon his own real wage but the wage of every other member and upon the real nonwage income of the household. Other explanatory variables were presence of children, school attendance, and age.

Changes in labor force participation that would have been expected because of changes in the wage, income, and personal variables were estimated separately by race, sex, and position in the household. The major data sources were the 1960 census 1/1,000 sample, the 1967 Survey of Economic Opportunity, and the 1967 Current Population Survey.

When compared with official statistics on labor force participation, the estimates gave very good predictions of changes for white males, fair predictions for black males and females, but very inaccurate predictions for white females.

Among the variables studied, wage changes were the most important cause of changes in participation, even among male heads of households, whose participation is generally thought to be unresponsive to wage rates. Demographic variables, such as marriage and fertility rates, change so slowly that they accounted for very little of the changes in participation during the 8-year study period.

*NTIS–PB 220517.

6.99 UNIVERSITY OF CALIFORNIA, BERKELEY

- BERKELEY, CALIF.

Grants 91-06-71-07 and 91-06-72-16

Ernie S. Lightman, Doctoral Candidate; Dr. Lloyd Ulman, Sponsor, Department of Economics

The Economics of Military Manpower Supply in Canada

This labor market analysis of Canada's all-volunteer armed forces focused on the roles of economic conditions and of institutional, cultural, or other "taste" factors in determining applicant rates.

The researcher constructed and tested a model to explain regional and service differences in application rates for enlistment. The primary economic variables were the ratio of military wages for new recruits to average earnings in private nonagricultural industry and the unemployment rate in the five Canadian regions. The economic variables were held constant to analyze differences in "taste" for the three services among the several regions. Published data and special tabulations supplied by the Canadian Department of Defense were used in the analysis, which related primarily to the 1965-69 period.

The study concluded that each branch of the service operates within its own distinct context. The air force draws the highest quality labor force–that facing the widest range of civilian alternatives–and thus is sensitive to minor changes in the civilian economy. The army attracts the lowest quality labor with the fewest civilian employment opportunities (the Atlantic provinces, the winter months), and thus is relatively insensitive to minor changes in the civilian economy. The navy represents a noncompeting group in which applicant rates do not vary systematically with economic conditions, but regional "tastes" are of major importance, with applicants from Quebec showing a strong distaste for the navy, which has clung more tenaciously to British traditions than the other branches of the service.

In all parts of Canada except the Atlantic provinces, variations in overall applicant rates were attributed largely to relative economic conditions. In the Atlantic provinces, the strong "taste" for the army–and hence military service as a whole–was traced to the army's low admission standards and the low educational levels in Quebec.

*NTIS–PB 213392.

6.100 UNIVERSITY OF CALIFORNIA, BERKELEY

- BERKELEY, CALIF.

Grant 91-06-71-18

Darryl W. Lowry, Doctoral Candidate; Dr. George Akerlof, Sponsor, Department of Economics

The Selective Migration Bias in Labor Force Participation Rates

This study explored the hypothesis that the effects on area labor force participation rates of selective migration from high unemployment to low unemployment areas cause an upward bias in measurements of the discouraged worker effect that are based on cross-section analyses.

A model was developed which postulated that selective migration is an alternative to dropping out of the labor force when unemployment is rising and hence causes labor force participation to rise in areas of low unemployment and fall in those with high unemployment. For the 100 largest standard metropolitan statistical areas, the study used data from the 1960 census on labor force participation and the labor force status of persons who moved between 1955 and 1960.

The results indicated that selective migration does alter area labor force participation rates. Negative correlation between the 1960 area labor force participation rate and area unemployment indicated that higher biases are associated with low unemployment and lower biases are associated with high unemployment. The bias-unemployment relationship was present for both males and females, and the correlation was stronger for prime age men than for younger and older men. When the 1960 participation rates were adjusted to take account of the labor force status of movers, the correlation between participation and unemployment was significantly reduced. Hence, it was concluded that selective migration is a significant explanation of the fact that cross-section analyses show a higher correlation between participation and unemployment than do time series analyses.

*NTIS–PB 214315.

6.101 UNIVERSITY OF CALIFORNIA, BERKELEY

• BERKELEY, CALIF.

Grant 91-06-71-31

Michael W. Stebbins, Doctoral Candidate; Dr. Joseph W. Garbarino, Sponsor, School of Business Administration

The Social Science Ph.D. in Corporate Industry

This research examined the prospects for the demand for and use of social science Ph.D.'s in corporate industry, because of the surplus foreseen in academic markets.

The major sources of data were interviews with 105 Ph.D.'s in New York, San Francisco, Los Angeles, and Chicago (an 88 percent response rate) and questionnaires completed by 65 personnel executives in *Fortune* 500 firms (a 36 percent response rate). The research identified the work activities for social science Ph.D.'s employed in corporate settings, including the work performed by certain Ph.D. specialities. An attempt was also made to identify and evaluate the determinants of demand.

The only significant predictor appeared to be organizational size, which accounted for 22 percent of the variance in current demand. The executives' statements suggest that corporate demand for Ph.D.'s may increase at a 6.3 compound annual percentage rate from 1972 to 1982–about the rate previously forecast. Personnel executives believe that economists, psychologists, statisticians, and business administration Ph.D.'s would enjoy highly positive receptions, while sociologists, education doctorates, political scientists, and anthropologists were not expected to enter corporate industry in great numbers.

A model for using social science Ph.D.'s in industry was outlined, and three conceptually different role orientations–basic researchers, internal consultants, and careerists (support staff and line managers)–were identified. Each of the role orientations was associated with different levels of organizational influence and different types of personal conflict (for example, underutilization of talents). The interviewed Ph.D.'s were classified by their role orientation, and the link between this and their reported work activities was examined.

The resulting typology gave good predictions of behavioral scientists' influence in the organization, but not for economists. It was not so good for predicting conflict. Feelings of underutilization were prevalent; only about one man out of five said his particular job required a Ph.D.

*NTIS–PB 213533.

6.102 UNIVERSITY OF CALIFORNIA, BERKELEY

• BERKELEY, CALIF.

Grant 91-06-71-39

Dorothea Cudaback, Doctoral Candidate; Dr. Kermit T. Wiltse, Sponsor, School of Social Welfare

Role Conflict Experienced by Indigenous Service Workers in Public Welfare

This study examined the role conflict experienced by line Aid to Families with Dependent Children (AFDC) social workers and indigenous aides when they perceive that their agency's and clients' expectations of them are incompatible. Data were obtained through interviews with 37 welfare aides, 37 social workers, and 41 related staff from three county welfare agencies in California.

Three-fourths of both the aides and the social workers reported at least four instances of such role conflict a month, with aides less likely than social workers to claim high frequency conflict. There was no difference between aides and social workers, however, with respect to either the amount of distress caused by such conflicts or the way they behaved in conflict situations. It appeared that individuals' reactions to role conflict were less related to their personal or role characteristics than to differences among the agencies in "official" role expectations and the ways in which these expectations were communicated to the staff. This perhaps reflected differences in community pressures on the agencies.

*NTIS–PB 213393.

6.103 THE UNIVERSITY OF CHICAGO

• CHICAGO, ILL.

Grant 91-17-71- 7

James P. Smith, Doctoral Candidate; Dr. H. Gregg Lewis, Sponsor, Department of Economics

The Life-Cycle Allocation of Time in a Family Context

This study of the life-cycle labor force patterns of married men and women focused on family decisions about the distribution of the members' lifetime stock of time between market and nonmarket activities and possible substitutions of time between members. The theory formulated was that labor force patterns are influenced by life-cycle wage patterns, interest rates and time preferences, and nonmarket productivity changes. A model was developed for estimating the amount of time required in home production in every period for each family member.

To test the model, the researcher used data from the 1967 Survey of Economic Opportunity for nonfarm black and white families whose husbands were between the ages of 18 and 65 and had worked in 1966. It was assumed that data grouped by age of husband corresponded to a cohort at a particular stage of the life cycle.

Market observed behavior was found to be consistent with the model.

*NTIS–PB 220330.

6.104 COLUMBIA UNIVERSITY

• NEW YORK, N.Y.

Grant 91-34-70-09

Jeffrey G. Reitz, Doctoral Candidate; Dr. Robert K. Merton, Sponsor, Department of Sociology

Choice of Science Careers Among College Men: An Analysis of Selected Problems

This study dealt with conditions determining choice of natural science careers by male college freshmen and persistence in this choice until graduation. Problems analyzed were the effects of social background on commitment to science; the relation between economic and intellectual career goals in choosing science; persistence in science by socially active students and by able students in very selective private colleges where higher grades are hard to attain; and trends in the choice of science and engineering from 1954 through 1967.

Most data came from questionnaires returned to the National Opinion Research Center (NORC) by a representative sample of 33,782 June 1961 graduates. Of 21,687 men, 1,894 reported preferring science careers as freshmen; about half of these had persisted in this choice.

Major findings were: (1) Among students with economic career goals, those from lower income backgrounds more often chose science as freshmen, persisted in this choice, and entered nonacademic science careers, whereas the affluent more often transferred to social science, humanities, and the professions. (2) Students expressing people-oriented career goals seldom persisted in science, though this was less true among the socially active because they often had social goals (e.g., a desire to exercise leadership) that were less in conflict with a career in science than the people-oriented goals were. (3) Among students outside technological institutes, those in selective private colleges tended to leave science partly because of close friendships with nonscience students. Those who stayed wanted academic science careers. (4) Both grades and college selectivity were related to academic ability, but only grades were related to persistence in competitive fields like science.

*NTIS–PB 213590.

6.105 COLUMBIA UNIVERSITY
• NEW YORK, N.Y.

Grant 91-34-70-27

Donald Lee Feldstein, Doctoral Candidate; Dr. Russell A. Nixon, Sponsor, School of Social Work

"Without Credentials": The Performance of High School Dropouts in College

A number of community colleges in California admit anyone over 18, including those who have not completed high school or passed an equivalency examination. This study attempted to find the characteristics of the non-high-school-graduate group, and how this group fares academically as compared with the high school graduate. Five colleges, whose data systems were usable and whose administrations agreed to cooperate in the study, were selected. Data were collected from records for the fall 1969 or spring 1970 semester.

Compared with the other students, the non-high-school graduates were older and more of them were men. They tended to select the same range of majors as the others, but more of them chose the liberal arts. Academic performance of the two groups did not differ significantly, even when adjusted for age, sex, marital status, part time or full time, day or evening, income, major, or specific subject class.

*NTIS–PB 219266.

6.106 COLUMBIA UNIVERSITY
• NEW YORK, N.Y.

Grant 91-36-72-13

Lorraine Turner Ruffing, Doctoral Candidate; Dr. Peter Passell, Sponsor, Department of Economics

An Alternative Approach to Economic Development in a Traditional Navajo Community

This study sought to develop an approach to the economic development of the American

Indian based on existing social structures instead of on Western values of individual entrepreneurship. To evaluate the hypothesis that growth would occur more rapidly if the development strategy were consistent with the social structure, the researcher chose the traditional Navajo community of Shonto, whose economic activities are organized by extended family groups, called residence groups (RG), similar to producers' cooperatives. Productive efficiency of the RG was assessed by comparing resource and income data from a 1955 survey of the 100 households making up the 38 RG's at Shonto with matching data on the same households obtained by the researcher in 1971.

Though it was found that substantial shifts of labor from less to more productive activities had occurred in 16 years, per capita income remained low ($725). It was concluded that raising the Navajos to the national poverty level will require a large investment of technical assistance and capital. It was suggested that such investment could be made within the framework of the traditional social structure; productivity depends on the use of modern technology, materials, and skills, not cultural values.

*NTIS.

6.107 DUKE UNIVERSITY

- DURHAM, N.C.

Grant 91-37-72-26

Janice F. Madden, Doctoral Candidate; Dr. Simon Rottenberg, Sponsor, Department of Economics

The Economics of Sex Discrimination

This study sought to construct a model that would provide a more realistic explanation of sex discrimination than that offered by models designed to explain racial or religious discrimination, which do not take into account the influence of family status and life-cycle stage on female labor force participation. The assumptions of a competitive model and two related noncompetitive models—a monopsony model or a male labor monopoly model—were examined for their applicability to sex discrimination and for their mutual consistency.

Because the competitive model is limited to demand discrimination—restricting women to traditional, socially-accepted female occupations—the researcher concluded that within the assumptions of this model, differences in labor supply could affect the sex distribution of employment but not the level of wages.

A noncompetitive model, it was postulated, would permit analysis of both demand and supply discrimination. Thus, wage discrimination might be based on differences in labor supply—either contrived by the occupational discrimination of employers (monopsony) or male labor monopoly (male-dominated labor unions), or based on occupational differentiation.

The noncompetitive models were favored as more descriptive of the process of sex discrimination and as better predictors of its effects, but the latter conclusion is subject to empirical verification.

*NTIS—PB 213477 ($6.75).

6.108 THE GEORGE WASHINGTON UNIVERSITY

- WASHINGTON, D.C.

Grant 91-11-72-20

Robert Taggart, III, Doctoral Candidate; Dr. Sar A. Levitan, Sponsor, Department of Economics

The Labor Market Impacts of the Private Retirement System

This study examined the system of private pension and profit-sharing plans to assess its impact on employers' labor costs and workers' wages, the mobility of the work force, retirement patterns, the availability of jobs for older workers, and opening jobs through retirement in a slack economy.

It analyzed pension plan provisions, aggregate labor market statistics, data on social security registrants, and special studies of the effects of retirement plans.

Major findings were: (1) The predominant influence of the private retirement system has been to lower the age of retirement. (2) The differential costs of hiring older workers under pension plans, and the reluctance to hire those who will not qualify for benefits, have reduced the number of opportunities for jobseekers in their fifties and sixties. (3) The use of private retirement plans to cushion layoffs has increased the number of older workers who retire during recessions. (4) The impacts of retirement plans on the labor market behavior of younger workers have not been very great: retirement plans have not noticeably changed aggregate rates of labor mobility. (5) The impact of retirement contributions as a deferred wage and a labor cost has been increasing. (6) All the impacts of private retirement plans are likely to increase.

*NTIS–PB 214842.

6.109 HARVARD UNIVERSITY

- CAMBRIDGE, MASS.

Grants 91-23-67-42, 91-23-69-06, and 91-23-69-42

Alexander Korns, Doctoral Candidate; Dr. John T. Dunlop, Sponsor, Department of Economics

Debtor-Creditor Redistribution in Inflation: A Case Study in the Methodology of Policy-Oriented Research

This analysis used the framework of the debtor-creditor paradigm to develop a method for estimating how much a rise in the price level causes debtors to gain and creditors to lose, taking account of the accompanying rise in interest rates which cancels out some of the redistribution from creditors to debtors.

The rise in the price level was measured by the annual rate of change in the Consumer Price Index during 1965-70, in comparison with the average rate of change during 1961-64. The interest "offset" was calculated by subtracting the rise in interest rates from the price rise. Estimates of the net monetary assets of creditors and the net monetary debts of debtors–the amounts "vulnerable" to inflation made allowance for the fact that many households are simultaneously lenders and borrowers, primarily associated with mortgage borrowing. These estimates were derived from the 1963 Survey of Financial Characteristics of Consumers, conducted for the Board of Governors of the Federal Reserve System. The various measures were then used, in conjunction with information from the flow-of-funds series published by the Federal Reserve Board, to derive estimates of the aggregate gains and losses associated with inflation during 1965-70 and to examine the impact of inflation on households with different characteristics.

*NTIS.

6.110 UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN

- CHAMPAIGN, ILL.

Grant 91-15-69-51

Roger D. Roderick, Doctoral Candidate; Dr. Hugh Folk, Sponsor, Institute of Labor and Industrial Relations

An Organizational Analysis of the Hiring of Engineers

This study attempted to integrate sociological theories of organization with economic theories of the firm in an analysis of the labor market for engineers. It addressed three questions: How do firms establish and operate recruiting programs? How do they determine their engineering manpower requirements? How do they adjust to outcomes of engineering staffing activities?

The study covered the college recruiting years from 1958-59 through 1968-69. Data from 21 firms, whose total intake of engineering first-hires for 1968-69 exceeded 13,000, were obtained from the firms' records and through interviews with forecasters, recruiters, engineering managers, and newly hired engineers at plant sites.

Nearly all of the firms forecast their engineering manpower requirements. Typically the forecasts covered 1 year and expressed the number of men (and qualifications) the firms would "like to have" rather than the number actually required; both the quality and amount of underlying information varied from firm to firm. Recruitment planners ignored the forecasts as an "internal exercise" and based their plans on their own familiarity with the firm's operations.

Recruiting was usually handled by personnel/industrial relations staff, who often called on engineering groups in the firm when extra people were needed. Recruiters selected the schools to visit, often for such subjective reasons as the personal preference of a firm officer, and tended to limit their visits to schools where they had succeeded in earlier years. Salary schedules were established essentially by adding some percentage to the salaries published in the College Placement Council Survey. The selection process involved some combination of prescreening consideration, initial interviewing, and plant visits. The engineering manager made the final selection, using a variety of criteria, of which the most critical was the concept of "fit." Candidates often were allowed to wait until shortly before the scheduled starting time to reply to job offers, and only token followup efforts were made in response to negative replies.

Firms invariably hired less than 100 percent of their stated requirements, yet reported very little adjustment experience. For example, the firms generally accepted the quantity and quality of engineering manpower available at the predetermined salary schedules, which were quite uniform among the firms. There was no evidence of an engineering shortage for the period covered by the study.

The researcher concluded that the operation of the labor market for engineers cannot be adequately examined through the traditional approach which relies on macro data and economic assumptions alone.

*NTIS–PB 220944 ($6).

6.111 INDIANA UNIVERSITY FOUNDATION
• BLOOMINGTON, IND.

Grant 91-16-68-13

Robert E. Otlewski, Doctoral Candidate; Dr. Taulman A. Miller, Sponsor, Department of Economics

Economic and Psychological Analysis of Labor Mobility: A Study of the Indiana Secondary School Teacher

This study focused on the mobility of male secondary school teachers in the public schools of Indiana. Its major objective was to examine and integrate into a model of labor market behavior those noneconomic parameters which affect the incidence and pattern of mobility.

The two primary data sources were Indiana Department of Public Instruction statistics for the school years 1966-67 and 1967-68, and mail questionnaires sent to all of the male secondary teachers who moved from one school district to another within the State during the two years, and to a random sample of nonmobile teachers—the control group—matched by age and economic region. The respective response rates were 52 and 31 percent. Part of the questionnaire covered attitudes, since it was hypothesized that job dissatisfaction would be an important explanation of the incidence of mobility.

It was found that mobility was at a peak for teachers aged 25 to 29—supporting the hypothesis that an individual spends his early work years shopping around for the right type of work. A change of subject taught was the reason most often reported by the job changers. Salary ranked second. Location of school and problems of communication with school administrators were also important reasons for moving. Although job dissatisfaction was significantly higher among the mobile than the nonmobile, it played only a small role in individual teachers' decisions to move. These and other findings led the researcher to make a number of recommendations for improving the operation of the labor market for secondary school teachers.

*NTIS–PB 220904 ($6).

6.112 INDIANA UNIVERSITY FOUNDATION
• BLOOMINGTON, IND.

Grant 91-18-72-02

Stanley P. Stephenson, Jr., Doctoral Candidate; Dr. Ernst W. Stromsdorfer, Sponsor, Department of Economics

Economics of Job Search: A Biracial Analysis of Job Search Behavior in Urban Male Youth Aged 18-21

This study developed a model to test the hypothesis that a lack of job search information increases youth unemployment, especially for blacks, and contributes to black/white differences in earnings, unemployment, and mobility. Simultaneous equations were used to examine the determinants of the cost of search, the supply wage rate, the length of search, and expected duration of work on the next job. The explanatory variables were: Economic variables, such as current weekly income, real and financial assets, other family income, and the hourly pay rate and weeks worked on the last job; attitudinal indexes of interview anxiety, achievement values, and financial risk; behavioral variables unique to job search, such as the average number of personal contacts per week and the method or search technique used; and demographic data like age and education.

To test the model, data were collected from 141 white and 139 black urban unemployed men, aged 18 to 21, who visited offices of the Indiana Employment Security Division in Indianapolis during November 1971.

Results showed that black youth had lower average weekly search costs—principally because there were fewer automobile owners among them—but that their total search costs were higher because their search periods were longer. Weekly search costs for both groups rose with duration of unemployment. Further results supported earlier findings that the supply wage declines as search length increases, although there was evidence that nonwage adjustments, such as lowering expectations as to the time on the next job, also occur. The model explained only a small part of the variation in search costs, and there were few black/white differences.

*NTIS–PB 216163 ($10).

6.113 MASSACHUSETTS INSTITUTE OF TECHNOLOGY
• CAMBRIDGE, MASS.

Grant 91-25-72-09

Alex Cukierman, Doctoral Candidate; Dr. Robert M. Solow, Sponsor, Department of Economics

A Test of the "No Trade Off in the Long Run" Hypothesis and the Dynamic Behavior of the Rates of Inflation

This study described the linkage between inflation, unemployment, and inflationary expectations, and combined them into an analytical model which used simultaneous equations to determine increases in prices and wages. The model was used to test the hypothesis that in the long run the rate of unemployment is independent of inflation, and to identify more fully what happens in the short run.

When applied to quarterly data for the years 1949-70, the model indicated a long-run trade off between inflation and unemployment in the U.S. economy for all possible speeds of adjustments in expectations. The model was also used to study the dynamic adjustment of rates of increase in wages and prices toward a permanent

Phillips curve along which expectations are equal to actual rates of increase in prices. The results were used to analyze the consequences of: (1) Alternating between expansionary and contractionary policies; (2) a price freeze that is believed to be effective; and (3) general wage escalation clauses. A further test of the hypothesis, subject to the constraint that the shares of labor and capital are constant in the long run, implied that there are some rates of unemployment for which there is a trade off and others for which there is not.

*NTIS–PB 213390.

6.114 MASSACHUSETTS INSTITUTE OF TECHNOLOGY

- CAMBRIDGE, MASS.

Grant 91-25-72-17

Robert E. B. Lucas, Doctoral Candidate; Dr. Lester C. Thurow, Sponsor, Department of Economics

Working Conditions, Wage Rates and Human Capital: A Hedonic Study

This project developed and tested a model of the labor/job market in the context of a theory that describes both people and occupations by vectors of characteristics or attributes.

The empirical work–combining data from the *Dictionary of Occupational Titles* and the 1967 Survey of Economic Opportunity–investigated the distribution of types of work across population classes and the variation in hourly wage rates by type of work and characteristics of the individual.

Of the four sex-color groups studied, black men had the most jobs with bad working conditions. Given the maldistribution of education and the existence of discrimination in hiring and promotion, almost half of the black women were in jobs requiring less than 30 days' experience, while 40 percent of the white men were in jobs requiring more than 2 years of specific vocational preparation.

Occupations which were "repetitive" and involved "any working condition" paid higher wage rates. For white men, wage rates rose with the level of schooling until graduate school. The other three groups received much lower wage rates for the same level of general educational development (GED). Only black men with graduate schooling in high GED occupations received wage rates comparable with those of white men.

*NTIS.

6.115 MICHIGAN STATE UNIVERSITY

- EAST LANSING, MICH.

Grant 91-24-69-12

Nancy Brandon Tuma, Doctoral Candidate; Dr. Thomas L. Conner, Sponsor, Department of Sociology

Stochastic Models of Social Mobility: A Comparative Analysis and an Application to Job Mobility of Mexican American Men

This project analyzed and compared stochastic models of social mobility and applied them in an analysis of job mobility revealed by the work histories of a sample of 584 Mexican American men with a high school education or less who resided in selected Michigan counties during the winter of 1967-68 (see 2.10). The variables examined were calendar year, certain attributes of jobs (occupation, industry, and geographical location) and jobholders (age, educational level, area in which raised, migrant farm background, previous work experience, and duration on the jobs).

In general it was found that the rate of leaving the job increased with education level but was negatively related to the level of social rewards with which the job was associated. Geographic location of the job was extremely important, but only for migrating farm laborers. The jobholder's age at entering the job had a negligible effect.

The study also proposed and tested a simple model of the probability of individuals moving among jobs. Quantities in the model were the distribution of job vacancies and the attraction of jobs to workers and of job applicants of employers.

*NTIS.

6.116 THE UNIVERSITY OF MICHIGAN
- ANN ARBOR, MICH.

Grant 91-24-70-14

Bernard A. Bast, Doctoral Candidate; Dr. Geraldine T. Scholl, Sponsor, Department of Psychology

A Predictive Study of Employability Among the Visually Impaired with the California Psychological Inventory

This study examined the effectiveness of the California Psychological Inventory (CPI) as an instrument for identifying personality trait differences between groups of employed and unemployed blind and whether such differences could be used to predict employability among the blind.

This study consists of standardization and cross-validation phases. The standardization sample included 51 visually impaired males who were employed full time for at least 2.8 years in occupations not requiring a college degree, and 50 visually impaired males who were unemployed for at least 2.7 years. The CPI was administered by a tape recording of the items and demographic information was obtained through interview.

The unemployed scored significantly lower than the employed on nine of the CPI scales. Analysis of the differences suggested the dissimilarity of personality traits between the employed and unemployed. The employed seemed to have stronger feelings of self-worth, to be less inhibited by excessive fear, and to have a greater capacity for both adaptive behavior and commitment to goal-directed activities. The employed seemed more permissive and ready to accept the personal beliefs of others, and less authoritarian and self-centered than the unemployed.

In general, the results provided a useful approach to employment prediction and identified certain relationships between personality traits and employability. The CPI appeared to be a useful instrument with the visually impaired.

6.117 NATIONAL MANPOWER POLICY TASK FORCE
- WASHINGTON, D.C.

Grant 21-11-73-11

Robert Taggart III, Executive Director

Report on the 1972 New Manpower Researchers Conference

This report of the sixth annual conference of recent recipients of doctoral research grants from the Manpower Administration gives the candidates' evaluations of the conference. All of them felt they had learned more about manpower problems and programs by attending the conference, and roughly half felt their participation would benefit their future research. Some suggestions were made for the conduct of future conferences.

*NTIS–PB 220494.

6.118 UNIVERSITY OF NORTH CAROLINA
- CHAPEL HILL, N.C.

Grant 91-37-72-15

Frances Cecile Roussell, Doctoral Candidate; Dr. Neal H. Tracy, Sponsor, School of Education

A Comparative Study of Teachers' Attitudes Toward Men and Women Department Heads in Large-City Secondary Schools

This study sought an understanding of how the sex of a department head influences teacher behavior and organizational climate in senior high school. The organizational climate description questionnaire (OCDQ) was administered to a sample of 205 teachers in the English, mathematics, science, and social studies departments of 10 senior high schools in Miami. Where possible, three male and three female respondents were randomly drawn from each department. Of the 40 units analyzed, 25 had male and 15 had female heads. Three factors that have been found to be associated with effective administration—aggressiveness, suggestibility, and professional knowledge—were measured by ratings completed by several of the department heads' supervisors.

The analysis of OCDQ subtest scores indicated a subconscious reaction to the sex of the administrator. Departments headed by men were perceived as higher in "esprit" and "intimacy," those headed by women as higher in "hindrance." But in rating five factors most relevant to effective administrative performance, teachers assigned the lowest value to the sex of the administrator. Contrary to expectations, the ratings by superiors also produced nonsignificant differences between the sexes. There was a strong relationship for both sexes between the department head's aggressiveness and teachers' perceptions of their power.

*NTIS.

6.119 NORTHWESTERN UNIVERSITY
• EVANSTON, ILL.

Grant 91-15-69-35

Robert B. Wallace, Doctoral Candidate; Dr. Robert Eisner, Sponsor, Department of Economics

The Measurement of the Economic Value of Schooling Output

This study measured the output of high schools and their impact on the student's future economic success. A statistical test was made on 552 students representing 17 education-occupation groups, using data from Project TALENT, a cooperative effort of the U.S. Office of Education, the American Institutes for Research, and the University of Pittsburgh.

The school's effect on personality development and interest formation was associated with the age-earnings paths experienced. The researcher examined the influence of differences in character trait patterns on the likelihood of obtaining a position in a given education-occupation group, and hypothesized that members of different education-occupation categories embody significantly different trait patterns. Twelve distinct character patterns were found between education-occupation groups.

*NTIS.

6.120 PENNSYLVANIA STATE UNIVERSITY
• UNIVERSITY PARK, PA.

Grant 91-42-73-08

John E. Sheridan, Doctoral Candidate; Dr. John W. Slocum, Jr., and Dr. Max D. Richards, Sponsors, Department of Management Science and Organizational Behavior

The Expectancy Theory of Motivation: A Model of Job Selection

This study field-tested Vroom's expectancy model of motivation, using 49 graduates of a 3-year nursing diploma program. The study was conducted over a 5-month period during which the nurses had 117 job interviews with 43 hospitals.

After they began their interviews they showed a greater desire for practical outcomes, associated with such factors as pay, work hours, and preferred geographic area, and a decreasing desire for abstract outcomes, associated with valuable work experience, friendly work associates, and the continuation of formal education. Also, outcomes with a greater likelihood of attainment became more important criteria for job selection. The nurses implicitly identified their preferred choice weeks before they formally accepted a job.

*NTIS–PB 219623.

6.121 UNIVERSITY OF PENNSYLVANIA
- PHILADELPHIA, PA.

Grant 91-40-70-54

Jean C. Darian, Doctoral Candidate; Dr. John D. Durand, Sponsor, Graduate Group in Demography

Labor Force Participation of Married Women in the United States: An Investigation of the Role of Occupation

This study examined the relationship between the labor force participation of married women in the United States and the type of work available to them. Whereas previous studies indicated that a married woman's decision to work depended principally on home responsibilities and financial need, the basic hypothesis of this study was that the influence of these two factors is modified by the nature of available work opportunities.

Data from the 1/1,000 sample of the U.S. population in 1960 were used. Since these data lacked information on work available to nonworking women, a woman's most recent occupation was assumed to determine her perception of the type of work available and therefore her labor force behavior.

The study found that: (1) Differentials in rates of participation, by presence and age of children, were lowest for women whose current or last jobs provided convenient working conditions; (2) differentials by economic pressure were lowest in white-collar and highest in blue-collar occupations. Surprisingly, overall occupational participation rates were not higher for occupations with the most convenient or pleasant working conditions. Presumably factors such as work availability and earnings offset any effect of occupation on overall participation.

*NTIS–PB 211852.

6.122 UNIVERSITY OF PENNSYLVANIA
- PHILADELPHIA, PA.

Grant 91-42-72-33

Peter Konijn, Doctoral Candidate; Dr. William Gomberg, Sponsor, Department of Industry

An Econometric Model of Minority Hiring Among Manufacturing Industries

This study attempted to find out how much of the black concentration in low-wage manufacturing industries is due to demographic considerations and deficiencies in human capital and how much is due to discrimination. It developed a measure which could be used to determine the existence and degree of discrimination in any labor group which can be disaggregated from the total labor force of a given industry.

In the 10 industries investigated, black concentration often was attributable not to race but to lack of education, for which race is the most easily identifiable proxy. Racial discrimination was most often found in industries characterized by craft unions.

*NTIS.

6.123 UNIVERSITY OF SOUTHERN CALIFORNIA
- LOS ANGELES, CALIF.

Grant 91-05-71-25 (formerly 91-05-70-46)

Herman Borenzweig, Doctoral Candidate; Dr. Martin Wolins, Sponsor, School of Social Welfare, University of California, Berkeley

The Effect of Becoming Employed on Self-Change

This study tested whether work training and becoming employed improved the self-image of unemployed trainees enrolled in the Work Incentive (WIN) Program. It began with the hypothesis that self-image improves as the individual's models and referents for self increasingly become persons from the work world. This hypothesis was derived from George Herbert Mead's theory of the self, which sought to discover to what extent self-concept depends upon role enactment and whether the enactment of a real-life role would change the self as a totality.

The hypothesis was tested by measuring the self-image, using the California Psychological Inventory, and the work-related significant others, using the Wisconsin Significant Other Battery, of 65 WIN candidates upon entry into the WIN Program and again 3 to 6 months later.

The data did not support the hypothesis. Self-image did not improve significantly as the subject's models and referents became more work related and he himself became immersed in the work world. The findings suggested that the WIN program may not offer a fair test of Mead's theory until it provides trainees with more opportunities to acquire an enhanced sense of power and growth.

*NTIS.

6.124 SYRACUSE UNIVERSITY
• SYRACUSE, N.Y.

Grant 91-34-69-26

John H. Florer, Doctoral Candidate; Dr. Nelson M. Blake, Sponsor, Department of Political Science

NOW–The Formative Years: The National Effort to Acquire Federal Action on Equal Employment Rights for Women in the 1960's

This study documented the efforts of the National Organization for Women (NOW) to involve the Federal Government in equal employment for the sexes in the 1960's. From 50 interviews, extensive documents supplied by the respondents, and public sources, a short history of the organization was constructed. The study focused on NOW's goal and methods, and the effect of its public image upon its success.

The researcher found that NOW achieved at least a takeoff point for women during the 1960's and concluded that continued progress could depend upon greater professionalism in NOW's direct lobbying, larger and more diverse membership, enlarged revenues, better management of business affairs, and a moderate mainstream image that retained liberal support for NOW, particularly in the media. He also observed that equal employment was perhaps the least disturbing aspect of feminism for most Americans, and therefore could be the most likely means of bringing them to accept complete equality.

*NTIS–PB 219076 ($6).

6.125 TULANE UNIVERSITY
• NEW ORLEANS, LA.

Grant 91-22-72-04

Shirley B. Laska, Doctoral Candidate; Dr. Michael Micklin, Sponsor, Department of Sociology

Role Models and Occupational Knowledge: A Study in Adolescent Socialization

This study explored the maturation process of the adolescent to determine how specific factors of the social structure contribute to the knowledge he needs to attain an occupation. The research model assumed that the adolescent aspires to rise above his present socioeconomic status, thus decreasing the social distance between him and his models and/or informers. It related this distance to the frequency of contact with the model and hence to the adolescent's level of information.

A sample of 468 seniors, representing five racial and socioeconomic types found in the New Orleans public schools, were administered a questionnaire about background and attitudes pertaining to their occupational socialization. Approximately half this sample answered all the seven questions asked (race, occupation of father or mother, aspired occupation, description of role model, frequency of contact with model, information learned from model, and school attended), and their responses were used to test the model.

The findings only partially verified the relationships outlined in the model. The frequency with which an adolescent talked to his model about his work did not determine the quality of occupational information received. Examination of the influence of additional variables indicated that a better level of knowledge depended upon both the number of occupational education experiences and the number of jobs the adolescent had had.

*NTIS–PB 218932 ($6).

6.126 WASHINGTON UNIVERSITY
● ST. LOUIS, MO.

Grant 91-27-70-21

Gelvin L. Stevenson, Doctoral Candidate; Dr. Edward D. Kalachek, Sponsor, Department of Economics

Determinants of the Occupational Employment of Black and White Male Teenagers

This study developed a model of the determinants of the share of employment, both total and in various occupations, held by black and white males aged 18 to 19. It proposed a theory of heterogeneous labor inputs which distinguished between objective factors–the level of excellence at which a worker performs, for example–and subjective factors, such as the attitudes of his employers, fellow workers, and the firm's customers towards him. The theory provided a framework for the cyclical and secular forms of the queue theory of labor markets and for an examination of the competition between labor market groups and of the flows between the labor forces of different occupations.

Data from the 1960 census for 65 standard metropolitan statistical areas were used to calculate the black and white employment shares.

The study found that: (1) Increased schooling did not alleviate the employment difficulties of black youth; (2) structural factors, as measured by favorable occupational demand for specific groups in an area, have strong impacts on the occupational structure of youth employment; (3) housing segregation and fair employment legislation have little effect on the employment situation of youth; (4) black and white youth compete effectively for jobs in certain occupations, i.e., service and laborers, but not in others.

*NTIS–PB 220862.

6.127 WASHINGTON UNIVERSITY
● ST. LOUIS, MO.

Grant 91-27-70-52

David E. Berger, Doctoral Candidate; Dr. Richard F. Muth and Dr. Edward Greenberg, Sponsors, Department of Economics

An Analysis of Mature Regions: A Study in Labor Market Dynamics

This study, analyzing regional growth from the labor market perspective, examined alternative theories to determine which one could best account for depressed conditions and lagging performance in regions that had previously experienced rapid development. It considered the export base theory, which links a region's growth to the growth of its export industries, and the neoclassical regional growth theory, which links regional differences in growth to those in labor supply. Using cross-sectional data on Pennsylvania for the period 1953-66, it submitted the theories to empirical testing.

The results failed to substantiate the export base theory, but did provide strong support for many aspects of the neoclassical regional growth theory, principally that high exportable wage levels have a negative influence on employment growth. In the view of this theory, economic stagnation will develop when wage levels are too high in relation to price, productivity, and access conditions to permit normal returns on capital. However, the study found that the theory broke down in the context of economic maturity because it did not recognize the wide divergence of both wage levels and growth rates within any exportable sector. Hence, the researcher concluded that only by observing labor market dynamics, as many industries compete to fill their manpower needs in several labor markets within a given region, can the neoclassical growth model provide an adequate explanation of economic stagnation.

*NTIS–PB 213452.

REPORTS

6.128
Bowling Green State University–James G. Goodale, No. 91-37-70-53.

Background Characteristics, Orientation, Work Experience, and Work Values of Employees Hired from Human Resources Development Applicants by Companies Affiliated with the National Alliance of Businessmen

NTIS–PB 202941.

6.129
Bowling Green State University–Thomas E. Standing, No. 91-39-71-11.

An Application of Information Theory to Individual Worker Differences in Satisfaction with Work Itself

NTIS–PB 202893.

6.130
Brandeis University–Jane Gaudette Jones, Nos. 91-23-66-59 and 91-23-67-45.

Career Patterns of Women Physicians

NTIS–PB 202896.

6.131
California, University of, Berkeley–Robert J. Flanagan, No. 91-05-68-70.

An Analysis of International Differences in Noncyclical Unemployment

NTIS–PB 194418.

6.132
California, University of, Berkeley–Stephen R. Engleman, No. 91-05-69-53.

An Economic Analysis of the Job Corps

NTIS–PB 202891.

6.133
California, University of, Berkeley–Michael J. Boskin, No. 91-05-69-54.

The Effects of Taxes on the Supply of Labor: With Special Reference to Income Maintenance Programs

NTIS–PB 199548.

6.134
California, University of, Berkeley–Robert C. Forthman, No. 91-05-70-22.

Hardcore Youth Unemployment

NTIS–PB 194738.

6.135
California, University of, Berkeley–Erwin A. J. Dreessen, No. 91-06-71-15.

Elasticity of Demand for Labor: A Cross-Section Study of Wood Products Industries

NTIS–PB 210520.

6.136
California, University of, Los Angeles–Barbara Ann Rosenquist, No. 91-05-70-28.

The Impact of Company Training Programs on Reducing the Alienation of the Hard-Core Unemployed

NTIS–PB 207318.

6.137
Chicago, The University of–Laurence E. Devlin, No. 91-15-68-76.

Participation in Adult Education and Occupational Mobility

NTIS–PB 193587.

6.138
Claremont Graduate School–Donald Eugene Wise, No. 91-05-69-22.

Bracero Labor and the California Farm Labor Economy: A Micro Study of Three Crops, 1952 Through 1967

NTIS–PB 196466.

6.139
Colorado, University of–James Carlton Howell, No. 91-06-70-38.

A Comparison of Probation Officers and Volunteers

NTIS–PB 210404.

6.140
Columbia University–Myron David Fottler, No. 91-34-66-31.

Manpower Substitution in the Hospital Industry: An Exploratory Study of the New York City Voluntary and Municipal Hospital Systems

NTIS–PB 197740.

6.141
Columbia University–Carol A. Brown, Nos. 91-34-68-20 and 91-34-69-19.

The Development of Occupations in Health Technology

NTIS–PB 197690 ($6).

6.142
Columbia University–Marjorie Hanson Honig, Nos. 91-34-68-28 and 91-34-69-18.

The Impact of the Welfare System on Labor Supply and Family Stability: A Study of Female Heads of Families

NTIS–PB 201127.

6.143
Columbia University–Sally T. Hillsman, Nos. 91-34-68-47 and 91-34-69-44.

Entry into the Labor Market: The Preparation and Job Placement of Negro and White Vocational High School Graduates

NTIS–PB 196824.

6.144
Columbia University–Deborah S. David, Nos. 91-34-69-11 and 91-34-70-05.

Career Patterns and Values: A Study of Men and Women in Science and Engineering

NTIS–PB 208305 ($6.75).

6.145
Columbia University–Joseph H. Ball, No. 91-34-70-39.

The Implementation of Federal Manpower Policy, 1961-1971: A Study in Bureaucratic Competition and Intergovernmental Relations

NTIS–PB 210656 ($6).

6.146
Columbia University–Robert D. Reischauer, No. 91-34-70-43.

The Impact of the Welfare System on Black Migration and Marital Stability

NTIS–PB 202030.

6.147
Cornell University–Allan D. Spritzer, No. 91-34-68-12.

Trade Union Sponsored Occupational Training in the U.S. Maritime Industry: The Upgrading and Retraining Program of the National Maritime Union

NTIS–PB 201126 ($6).

6.148
Cornell University–Eliot S. Orton, No. 91-34-68-14.

Inexperienced Workers in the Labor Market

NTIS–PB 199902.

6.149
Cornell University–Gary B. Hansen, No. 91-47-68-52.

Britain's Industrial Training Act: A Case Study in the Development of Public Manpower Policy

NTIS–PB 197324.

6.150
Cornell University–Robert J. Hines, No. 91-34-68-71.

An Econometric Model of External Labor Supply to the Establishment Within a Confined Geographic Market

NTIS–PB 193790.

6.151
Florida State University, The–Kennith Glenn Gordon, No. 91-10-70-25.

A Taxonomy of Marine Technicians and Technologists and the Implications for Training Them

NTIS–PB 199665.

6.152
Harvard University–Michael L. Wachter, No. 91-23-68-57.

Relative Wage Determination Among Industries: Some Theoretical and Empirical Results

NTIS–PB 195377.

6.153
Harvard University–Samuel A. Rea, Jr., No. 91-23-70-24.

The Supply of Labor and the Incentive Effects of Income Maintenance Programs

NTIS–PB 202351.

6.154
Harvard University–William R. Buechner, No. 91-25-71-49.

Technological Change and the Occupational Composition of the American Labor Force, 1950-1960

NTIS–PB 210631 ($6).

6.155
Illinois, University of–Edward W. Haurek, No. 91-15-66-52.

The Impact of Socioeconomic Status and Peer and Parental Influences upon College Aspiration and Attendance

NTIS–PB 195343.

6.156
Illinois, University of–Roger H. Bezdek, No. 91-15-70-47.

Manpower Implications of Alternate Patterns of Demand for Goods and Services

NTIS–PB 200088 ($6).

6.157
Indiana University Foundation–Jack L. Franklin, No. 91-18-71-35.

Role Performance and Commitment to the Organization

NTIS–PB 207345.

6.158
Johns Hopkins University, The–Peter Kobrak, No. 91-22-69-27.

Private Assumption of Public Responsibilities: The Role of American Business in Urban Manpower Programs

NTIS–PB 199494 ($6).

6.159
Kansas State University of Agriculture and Applied Science–William Eugene Spellman, No. 91-18-70-17.

Projections of Occupational Requirements for Kansas in 1980

NTIS–PB 194743.

6.160
Massachusetts Institute of Technology–A. Bradley Askin, No. 91-23-69-02.

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NTIS–PB 193791.

6.161
Massachusetts Institute of Technology–Bertram Charles Shlensky, No. 91-23-70-23.

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NTIS–PB 195876.

6.162
Massachusetts Institute of Technology–Jonathan R. Kesselman, No. 91-25-71-19.

The Impact of Fiscal Redistributive Policies on the Supply of Labor: Five Essays in Economic Theory and Program Design

NTIS–PB 209568.

6.163
Michigan State University–Charles A. Drake, No. 91-24-69-49.

Management, Technology and Behavior of Work Groups

NTIS–PB 196467.

6.164
Michigan, The University of–Dorothy Mary Chave Herberg, Nos. 91-24-67-21 and 91-24-68-44.

Career Patterns and Work Participation of Graduate Female Social Workers

NTIS–PB 196652.

6.165
Michigan, The University of–Barry Dov Fine, No. 91-24-70-49.

Comparison of Organizational Membership and Self-Employment

NTIS–PB 196437.

6.166
Michigan, The University of–Don K. Harrison, No. 91-24-70-56.

Similarity-Dissimilarity in Counselor-Counselee Ethnic Match and Its Relevance to Goal Behaviors of Job Trainees

NTIS–PB 210142.

6.167
Michigan, The University of–Joseph Kat (Katan), No. 91-24-70-57.

The Utilization of Indigenous Nonprofessionals in Human Service Organizations and the Factors Affecting It: An Exploratory Study

NTIS–PB 207711 ($6).

6.168
Michigan, The University of–Teresa E. Levitin, No. 91-26-71-21.

A Social Psychological Exploration of Power Motivation Among Disadvantaged Workers

NTIS–PB 208245.

6.169
Minnesota, University of—C. Russell Hill, No. 91-25-69-29.

The Economic Determinants of Labor Supply for the Urban Poor

NTIS—PB 194796.

6.170
Minnesota, University of—Robert R. Trumble, No. 91-25-70-59.

Prediction Models for Institutional Training Programs Under the Manpower Development and Training Act

NTIS—PB 200453.

6.171
National Manpower Policy Task Force—Lowell M. Glenn and Sar A. Levitan, No. 81-11-71-03.

New Manpower Researchers Conference, October 1970

NTIS—PB 201286.

6.172
National Manpower Policy Task Force—Robert Taggart III, No. 81-11-72-03.

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NTIS—PB 205264.

6.173
New York University—Warren Mintz, Nos. 91-34-66-18 and 91-34-67-28.

A Search for a Successful Agricultural Migrant: An Account of Five Fruit Harvests on the West Coast of the United States

NTIS—PB 207121.

6.174
New York University—Olivia P. Frost, No. 91-36-71-12.

The Effect of Training upon the Level of Occupational Aspirations and upon Attitudes Toward Work for a Group of Young Negro Men from Low-Income Families

NTIS—PB 210881.

6.175
Northwestern University—Wendy Lee Gramm, No. 91-15-70-18.

A Model of the Household Supply of Labor over the Life Cycle: The Labor Supply Decision of Married School Teachers

NTIS—PB 200513.

6.176
Northwestern University—Judith R. Blau, No. 91-15-70-45.

The Structure of Science

NTIS—PB 208970.

6.177
Ohio State University Research Foundation, The—Thrainn Eggertsson, Nos. 91-37-70-34 and 91-39-71-34.

Economic Aspects of Higher Education Taken Under the World War II GI Bill of Rights

NTIS—PB 211219.

6.178
Oklahoma State University—Carl Dean Parker, No. 91-38-70-31.

The Determinants of Hours of Work for Low-Income Family Heads: A Statistical Analysis

NTIS—PB 205814.

6.179
Pennsylvania, University of—Bennett Harrison, No. 91-22-70-19.

Education, Training, and the Urban Ghetto

NTIS—PB 196454.

6.180
Pennsylvania, University of–Howard Wesley Risher, Jr., No. 91-40-70-32.

The Impact of Technological and Operational Changes on the Railroad Industrial Relations System and Its Manpower

NTIS–PB 209926 ($6).

6.181
Princeton University–Stanley W. Huff, No. 91-32-66-20.

Hiring Practices, Hiring Standards, and Wage Differentials for Laborers and Clerical Workers in a Small Labor Market

NTIS–PB 201131 ($6).

6.182
Princeton University–Paul Offner, No. 91-32-68-19.

Labor Force Participation in the Ghetto: A Study of New York City Poverty Areas

NTIS–PB 196453.

6.183
Princeton University–Ronald L. Oaxaca, No. 91-32-70-01.

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NTIS–PB 199974.

6.184
Purdue Research Foundation–Thomas Anthony Jeswald, No. 91-16-70-26.

Psychological and Organizational Correlates of Career Patterns in Clinical Laboratory Occupations

NTIS–PB 197244.

6.185
Stanford University–Jay Siegel, Nos. 91-05-68-56 and 91-05-69-55.

Intrametropolitan Migration of Minority Groups: Residential Change in Response to Occupational Opportunities

NTIS–PB 195410.

6.186
Stanford University–Robert Stewart Smith, No. 91-05-70-48.

Analysis of Labor Market Adjustments in the Clerical Temporary Help Market: 1953-60

NTIS–PB 202935.

6.187
Tennessee, University of–Lewis H. Smith, No. 91-47-71-10.

An Investigation into the Extent and Causes of Geographic Mobility Among Selected Young Workers

NTIS–PB 202008.

6.188
Tufts University–Richard N. Harris, No. 91-23-69-37.

The Police Academy: A Psycho-Structural Analysis

NTIS–PB 194561.

6.189
Washington University–Lawrence Slifman, No. 91-27-69-65.

Occupational Mobility of Low-Income Workers

NTIS–PB 208340.

6.190
Wisconsin, The University of–Collette Helen Moser, No. 91-53-66-10 and 91-53-67-16.

An Evaluation of Area Skill Surveys as a Basis for Manpower Policies

NTIS–PB 199444.

6.191
Wisconsin, The University of–Jack H. Snyder, No. 91-53-66-27.

Personal and Behavioral Factors Affecting the Supply of the Self-Employed

NTIS–PB 193789.

6.192
Wisconsin, The University of–Walter F. Hubner, No. 91-53-66-69.

Individual Need Satisfaction in Work and Nonwork: A Comparative Study of the Effects of the Technology and Organization of Work

NTIS–PB 202892.

6.193
Wisconsin, The University of–John Stirling Haines, Jr., No. 91-53-69-07.

Human-Capital Obsolescence: The Effects on Earnings Patterns of Engineers of the Expansion of Technical Knowledge

NTIS–PB 194745.

6.194
Wisconsin, The University of–John Walter Hambleton, No. 91-53-69-09.

Determinants of Geographic Differences in the Supply of Physician Services

NTIS–PB 197270.

6.195
Wisconsin, The University of–Andrew J. Winnick, No. 91-53-69-41.

The Characteristics, Education and Earnings of Technicians

NTIS–PB 194560.

6.196
Wisconsin, The University of–Richard S. Toikka, No. 91-53-69-45.

Supply Responses of the Unemployed: A Probability Model of Reemployment

NTIS–PB 204589.

6.197
Wisconsin, The University of–Myron Roomkin, No. 91-53-70-20.

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NTIS–PB 196743.

6.198
Wisconsin, The University of–Thomas A. Barocci, No. 91-55-72-03.

The Dropout and the Wisconsin Apprenticeship Program: A Descriptive and Econometric Analysis

NTIS–PB 210935.

6.199
Yale University–Donald D. Bowen, No. 91-07-69-46.

An Evaluation of Motivational Similarity in Work Groups

NTIS–PB 200291.

7. INSTITUTIONAL MANPOWER RESEARCH GRANTS

ONGOING PROJECTS

7.1 BRANDEIS UNIVERSITY
WALTHAM, MASS.

Grant 31-23-70-01

Dr. Dennis A. Derryck, Professor, Florence Heller Graduate School for Advanced Studies in Social Welfare, and Director, Center for Manpower Research and Development

Within the Heller Graduate School for Advanced Studies in Social Welfare, the institutional grant has made possible specialization in manpower research and development. Grant funds have been used to support faculty and students participating in manpower courses, research, and community service programs.

In the 1972-73 school year, nine doctoral candidates who received grant-based stipends or whose faculty chairmen were supported by grant funds began or continued work on the following dissertation projects: (1) An investigation of the determinants of career choice among Puerto Rican college students; (2) an examination of the effects of cumulative tax rates on transfer payments; (3) an analysis of the clergyman's role in the community; (4) an exploration of the feasibility of a cost-effective employment system for an in-city community; (5) an appraisal of the impact of the Emergency Employment Act in Massachusetts; (6) an examination of the black lung program as an example of Federal intervention in the workmen's compensation process; (7) a study of factors related to the retention of minority youth in construction industry apprenticeship programs; (8) an appraisal of the impact of alienation on coal miners' attitudes about health and safety; and (9) an analysis of the relationship between programs to aid minorities and theories of the low-income labor market.

In addition, work was completed on three dissertations initiated earlier with grant-based funding. One developed a system for delivery of manpower services under the Family Assistance Plan; another constructed a conceptual model for the evaluation of human resources development and utilization programs; and the third provided a theoretical analysis of the defense of socially-structured inequality.

Courses supported by the grant include labor economics, social and pyschological foundations of work, manpower problems of the disadvantaged, income maintenance programs and policies, and urban education and manpower policy. Modular courses in manpower planning and manpower forecasting, inaugurated in spring 1973, are open to Waltham area employees of national, State, regional, and local manpower agencies.

A major objective of the school's program is to develop policy planners and administrators at the national, regional, and State levels, and to prepare educators who will train practitioners for careers in the health and welfare system. Field work in manpower agencies is thus required of first-year graduate students concentrating in manpower and is expected of doctoral candidates lacking extensive experience in the field. Students have served internships in Appalachian coal fields, working with miners' health and welfare organizations; in Washington with the Department of Health, Education, and

Welfare, helping to develop methodology and tools for planned research; and with the Region I administrator of the Department of Health, Education, and Welfare, assisting in studies of local manpower training and economic development problems. To get optimum impact from grant-based stipends, the center is using its grant as seed money to attract students, then drawing on other sources to help them remain in the manpower program. Eleven graduate students, including three blacks, two Mexican Americans, and one Puerto Rican, received stipends and/or tuition payments derived from the grant during the 1972-73 school year.

7.2 UNIVERSITY OF CALIFORNIA, LOS ANGELES

LOS ANGELES, CALIF.

Grant 31-05-70-07

Dr. Benjamin Aaron, Director, Institute of Industrial Relations, and Program Director, Manpower Research Center

The Manpower Research Center was established in August 1970 within the Institute of Industrial Relations as a joint endeavor of the Institute, the Graduate School of Business Administration, and the Department of Economics.

Two research areas of special concern to the center are the secondary labor force and health manpower. The staff has completed an analysis of the economic status of Mexican Americans in the Southwest labor market and is planning a study of this group's migration patterns. Women workers are the subject of an annotated bibliography being compiled by a graduate student researcher and of a planned study of local government employment. Findings were recently published on a grant-funded survey and analysis of the labor market experience, perceptions, and goals of low-income Chicano and black youth in the Watts and East Los Angeles areas. Another study (see 1.108) is assessing the impact of the Transportation Opportunity Program on the local trucking industry, companies within it, and selected employees. (The Transportation Opportunity Program was a demonstration project (see 1.129) in which the Los Angeles Teamsters Union undertook to increase the number of multi-disadvantaged men employed in the local trucking industry.) Another project in this subject area is examining the operation of the Emergency Employment Act in Los Angeles. Completed projects concerned with health manpower include an appraisal of health manpower and the organization of health services and an analysis of real returns to medical education. Work is underway on a study of turnover among hospital employees. Grant-related research in other subject areas has focused on the employment problems of aerospace engineers and technicians; the effects of education on fertility; manufacturers' assistance in the provision of manpower training (see 6.136); and the impact of tax structure on human capital.

Although UCLA has no degree program, it does offer a series of courses in manpower. Ph.D. candidates may concentrate on: The fields of labor economics (in the Department of Economics); industrial relations, manpower, and human resources (in the Graduate School of Business Administration); or public administration (in the Department of Political Science). Since inception of the institutional grant, the Graduate School of Management has added three new courses to its curriculum: Manpower policies; internal labor markets; and women in the labor market.

To establish an information network among manpower specialists in California—among faculty and graduate students at various colleges and universities, researchers in private industry, and manpower program administrators—the center hosts a Manpower Research Forum for monthly presentations of manpower research results and discussions of research applications. The Area Workshop in Manpower and Human Capital has also been established for discussion of more technical papers.

7.3 CORNELL UNIVERSITY
ITHACA, N.Y.

Grant 31-34-70-02

Dr. Robert Aronson, Professor, School of Industrial and Labor Relations, and Program Director, Institutional Grant

The thrust of Cornell's manpower research efforts is toward overcoming problems in the delivery of manpower services by publicly funded human resources organizations. Completed background work includes an interview series at 24 local, regional, and national manpower organizations, both public and private; compilation of a bibliography on manpower supply and demand in Federal programs in a variety of fields; and development of an outline of research needs related to the organization, staffing, and delivery of manpower services by the public employment service. Active projects in this subject area include a study of local community manpower delivery systems which entails interviewing administrators and other staff at the district and local levels of a State employment security agency and at other public and private antipoverty and manpower agencies; and use of this study, undertaken at Binghamton, N.Y., as a methodological basis for a series of case studies of delivery systems in other New York communities.

Other grant-based research underway during the third grant year includes examinations of: (1) The process of achieving coordination among the community, the sponsoring agency, and the project contractor in the development of a manpower training program, and the impact of this process on these organizations; (2) recruitment and mobility, as they influence manpower wastage and labor turnover, in selected public school systems; (3) the occupational structure of a major Canadian firm and the interoccupational mobility of about 5,000 of its nonoffice employees; (4) the hypothesis that the physics profession manipulates the supply of new physicists, primarily through graduate school enrollment and support policies; (5) the relationships between manpower and antipoverty organizations at different functional levels; (6) the relationship of social networks to the differential occupational success of men and women in an academic institution; and (7) white ethnic and black employment patterns and economic performance.

Recently completed projects include: An examination of the relationship between ability and earnings for 53,000 1960 high school graduates who did not attend college and the influence of labor market conditions on this relationship; an analysis of the effect of length of service, other work experience, and education on earnings for a sample of blue-collar and white-collar occupations; an appraisal of the relationship between measures of ability and earnings; an investigation of the impact of wage inequities on job performance; and a doctoral dissertation on the effects of piece-rate underpayment and overpayment on job performance.

With funds from sources other than the institutional grant, program staff have undertaken a variety of projects in the manpower area. These include: Ongoing studies of the implications of shortage or excess in the scientific manpower field; the significance of flexible work schedules; the effect of residential patterns on employment opportunities for minorities; labor market organization and economic efficiency in the United States compared with Western Europe; and the effectiveness of a combined on-the-job and literacy training program for disadvantaged workers.

As at Brandeis, the School of Industrial and Labor Relations' Department of Manpower Studies has constructed a program for the preparation of highly qualified specialists in the design, development, administration, and evaluation of government-supported manpower and related social programs. In the fields of labor economics and manpower studies, 17 graduate courses offered in the 1972-73 school year attracted 200 graduate students, an increase of 65 percent over the previous year. Seminars in manpower planning have brought together practitioners from manpower and antipoverty agencies, and faculty and students specializing in manpower-related fields. Eight graduate students received grant-based support for dissertation research during the 1972-73 academic year, while another eight were sponsored with grant funds as fellows or graduate research assistants.

7.4 MEMPHIS STATE UNIVERSITY
MEMPHIS, TENN. in cooperation with

THE UNIVERSITY OF MISSISSIPPI
UNIVERSITY, MISS.

Grant 31-45-70-03

Dr. William R. Schriver, Associate Professor of Management, Memphis State University and Director, Center for Manpower Studies; Dr. Brian Rungeling, Assistant Professor of Economics, University of Mississippi, and Co-Director, Center for Manpower Studies

The center devotes its research resources to the manpower problems of rural and urban areas of the Midsouth region. Projects have been clustered in several areas:

Migration. Center researchers have completed studies which examine the patterns of migration and population redistribution among 50 State economic areas in the East South-Central subregion of the United States from 1880 to 1960; analyze the flow of labor, by race and income groups, among metropolitan areas in the Midsouth from 1960 to 1965; and appraise the economic, demographic, and sociological determinants of the geographic mobility of young workers in Tennessee. An ongoing study utilizes data on intermetropolitan migration in the South to test the intervening opportunities-competing migrants model.

Vocational Education and Training. In cooperation with the Tennessee Department of Employment Security, center staff compiled occupational profiles to guide high school curriculum planners and teachers (funded by the Tennessee Department of Education). They are currently analyzing 5-year demand for graduates of the various vocational training programs in that State (funded by the Tennessee Department of Education). Another ongoing study, funded internally by the center, assesses skill training provided by the Mississippi Vocational Technical System.

Labor Force Studies. Staff researchers are working on a major longitudinal study (funded in part by the Memphis Chamber of Commerce) of the labor force experience of employees laid off by an RCA (Radio Corporation of America) plant in Tennessee. A spin-off project, financed by the Department of Labor (see 5.34), investigates the effects of the Trade Expansion Act on the labor force experience of this work force. Other labor force studies include: Projections of labor force trends for counties in Tennessee; an appraisal of Negro employment in the South; a survey of municipal salary ranges in the South; an exploration of the sociological characteristics of vocational teachers in the Midsouth; a dissertation on unemployment and labor force participation in Coahoma County, Miss.; an assessment of unemployment in the Memphis inner-city; an examination of the impact of cutbacks in defense spending on employment in the Midsouth; an analysis of the job search methods and job expectations of applicants to the Memphis employment security office; and a survey of the Memphis volunteer labor force.

Welfare and Manpower Programs. Center staff recently submitted a proposal to the Governor's Office of Education and Training to compile a directory of manpower programs and analyze their role in the Mississippi economy. Ongoing studies examine the impact of manpower programs on low-skill labor markets in selected southern cities; the effects of proposed welfare reform measures on rural and urban welfare recipients (funded by the Department of Labor, see 2.17); the decisionmaking process in the Memphis Manpower Area Planning Council; and white poverty in the Midsouth (funded by the Office of Economic Opportunity through the University of Texas).

Higher Education. Center researchers have completed a longitudinal study of University of Mississippi graduates and an appraisal of the manpower significance of Memphis State's professional degree programs.

Occupational Demand and Supply. The Tennessee Manpower Planning Council has invited the center to prepare and submit a proposal to study the supply side of skill labor markets in Tennessee. One researcher has completed an assessment of business occupational profiles in a nonagricultural economy. Others are studying the impact of post-World War II recessions on demand and supply for various occupations, and developing computer methodology to predict the amount of labor available by level of skill in small labor market areas.

Handicapped Workers. One researcher is preparing an assessment of the cognitive behavior of low-functioning young adults in northern Mississippi. Another is utilizing position analysis in selecting correlates of job performance among mentally retarded workers.

Finally, several faculty members associated with the center have been involved in the preparation of the 1973 Manpower Report of the Governor (funded by the Tennessee Manpower Planning Council).

During the 1972-73 school year, 25 graduate students received assistantships derived from the grant. Students enrolled in the manpower program are given an interdisciplinary view of the theory and practice of human resources development and utilization. Starting in the fall 1973 semester, they will be required to take three manpower courses (nine semester hours) as a specialty area within economics, sociology, psychology, political science, management, or education administration. A further requirement, introduced in summer 1972, is 6 weeks' internship with either a Mississippi or a Tennessee Employment Service office or a State government agency, the Regional Manpower Administration, the Tennessee Valley Authority, or a local manpower development project.

7.5 UNIVERSITY OF MISSOURI, COLUMBIA
COLUMBIA, MO.

Grant 31-27-70-08

Dr. E. E. Liebhafsky, Professor of Economics and Director of the Manpower Program

To carry out its plan of developing manpower research talent, the university, through its Interdisciplinary Graduate Program in Manpower, has invested its grant in manpower fellowships and assistantships for graduate students in economics, psychology, and sociology. Each student must fulfill the requirements of his particular department, complete a 16-hour manpower core curriculum, serve as an assistant on faculty-directed research projects, and gain onsite work/training experience as a summer intern in a public manpower agency. Thirteen graduate students received grant-based support to pursue the program during the 1972-73 academic year.

To complement the Interdisciplinary Graduate Program in Manpower, the university will offer a manpower specialization within its new Master of Public Administration Program beginning in September 1973. The object of this 2-year program is to provide a comprehensive, integrated, problem-oriented education for graduate students preparing for administrative careers in the public sector. In addition to completing approximately 49 semester hours of graduate work, a degree candidate will serve a summer internship with a State, local, regional, or Federal government agency or a public nonprofit organization. The internships are aimed at providing students with work/training experience in the administration of policies and programs related to their planned areas of specialization. During the second year, students will receive in-depth exposure in such fields of specialization as manpower planning, public financial management, and health services management.

While the university invests most of its institutional grant in student support, a variety of manpower research has been conducted by faculty investigators under other funding. For example, work was completed in 1972 on a study (sponsored by the W.E. Upjohn Institute for Employment Research) which examines the roles of the employment service and the unemployment insurance program in the job search of unemployed workers, and on an evaluation of the operation of the Emergency Employment Act in Missouri (sponsored by the Ford Foundation through the National Manpower Policy Task Force). Ongoing studies are assessing the St. Louis Service-to-Claimant Program of the Missouri Division of Employment Security (funded by the Unemployment Insurance Service through the Missouri Division of Employment Security); developing an occupational skills forecasting system for vocational education planning in Missouri (supported by the Missouri State Department of Education); examining population changes in nonmetropolitan areas of Missouri (funded by the university's Agricultural Experiment Station); and analyzing black migration patterns (under contract with the U.S. Public Health Service).

As a requirement of the 1972 summer internship program, students wrote technical assistance papers based on their summer experience. Eight of these papers, focusing on issues in manpower planning, the delivery of manpower services, and manpower information, were published by the university as a volume, *Perspectives on Manpower*. A second volume, comprising similar papers by summer 1973 interns, is planned.

7.6 NORTH CAROLINA AGRICULTURAL AND TECHNICAL COLLEGE GREENSBORO, N.C.

Grant 31-35-70-04

Dr. Howard F. Robinson, Director, The Institute for Research in Human Resources

Research has concentrated upon the functioning of labor markets with respect to special groups of workers, particularly blacks and women. Institute staff completed two grant-funded projects during the 1972-73 school year—a study of the employment problems of women college graduates in the Piedmont Triad area, and a survey of minority workers in selected industries of North and South Carolina. Other studies which received support from the grant and are still in process are: Costs and returns of technical training; characteristics of paraprofessionals in child care services; returns to vocational counseling, by race and sex; expanding employment opportunities for women through flexible work scheduling; manpower planning criteria for local sewage collection systems; economic growth and opportunities for minorities during the 1960's; the employment problems of carless workers; and the realization or frustration of ambitions of a sample of high school students 5 years after graduation.

Since fall 1971, three manpower-related courses have opened to graduate and advanced undergraduate students: manpower problems and prospects, manpower planning, and educational and occupational information. A course on the sociology of work and occupations is planned for fall 1973.

A manpower internship program has been devised in cooperation with the North Carolina Manpower Development Corporation, which operates training centers and conducts experimental and demonstration projects (see 3.31) for private and government contractors. The first two interns, placed during the fall 1972 semester, were involved in a local public employment program and in a project concerned with nonverbal learning. They spent the spring 1973 semester working with Manpower Development Corporation staff on the construction of a manpower delivery system for the Raleigh/Wake County area and the implementation of a program for improving employer-employee relations. Two other students who served internships during the spring 1973 semester assisted in an investigation of manpower problems of local social service agencies. Since students receive credit for their field work, they can now combine course work and internship experience to obtain enough credit hours for a de facto minor in manpower studies.

7.7 THE OHIO STATE UNIVERSITY COLUMBUS, OHIO

Grant 31-37-70-05

Dr. S. C. Kelley, Director, Center for Human Resource Research

To provide background research for State manpower planning, a multidisciplinary task force at the university has been working with State agencies to develop an Ohio Human Resources Planning/Research Project. Center staff have already completed projects to meet the information needs of the local Bureau of Employment Security and a local mental health agency, and staff and students have begun designing the specific resource components and public policies required to implement the plan. In cooperation with the Ohio Task Force on Human Resources and the Ohio Urban Affairs Resources Division, the center began work last fall to adapt to Ohio manpower planning the human resources planning methodology it used in studies of developing countries. Current research related to this project focuses on: The use of matrix analysis for long-term projections of State and local manpower requirements; the employment effects of changes in technology and in the structure of economic activity; alternative strategies for analyzing and evaluating local and regional human resource delivery systems; problems in measuring, defining, and specifying the manpower service needs of disadvantaged groups; determinants and effects of migration; criteria for estimating changes in social priorities in the public sector and for determining the employment implications of changes in the structure of economic activity; case studies of public sector employment; and the applicability of the findings of the center's longitudinal study of labor force behavior (see 4.25) to specific local labor markets and planning districts.

The institutional grant also provides support for an ongoing project to develop a conceptual framework for the innovation and evaluation of alternative systems for the delivery of human resource services. In addition, grant funds have functioned as seed money for projects to: (1) Test the use of simulation for projecting technological change and employment (funded by the Pan American Union); (2) construct a model for projecting public sector employment (supported by the Agency for International Development); (3) assess the impact of extending minimum wages to private household workers (see 5.25); and (4) appraise the labor force behavior of men and youth (see 4.28).

The center is developing a data base for the Ohio Cooperative Area Manpower Planning System (CAMPS) and a program to provide technical assistance to CAMPS personnel concerned with operational planning techniques. As part of this program, a series of workshops was launched in 1973 for employees of CAMPS and other human resource agencies. The program will also include publication of a series of reports on pertinent research for distribution to practitioners in the manpower and human resource fields.

7.8 UNIVERSITY OF OREGON EUGENE, ORE.

Grant 31-39-70-09

Dr. Eaton H. Conant, Director, Institute of Industrial and Labor Relations

Institute faculty and students have concentrated their research efforts on several studies within three central areas: (1) The employment and work-related experience of secondary labor force groups; (2) the impact of public and private institutional activities on manpower; and (3) unionism. Projects have been completed on union-management relations in the Pacific

Northwest, the utilization of technicians, female labor force participation, and police unionism. Work continues on studies of the employment of disadvantaged paraprofessionals in public schools; the role of market power in the formulation of Phillips loops and the implications of this relationship for more equitable unemployment compensation policies; costs of and arrangements for early retirement; Oregon's Affirmative Action Program to promote employability; and company policies and practices for the employment, advancement, and retention of older workers.

The university has created a program of manpower education within the interdisciplinary master's degree program of the Institute of Industrial and Labor Relations. A sequence of two seminars on manpower research, introduced early in the grant period, has been supplemented by the addition of two courses–in manpower economics and in manpower and public policy–to the 1972-73 academic year curriculum. Thirteen master's degree students received financial support in 1972-73–nine from grant funds, two as Secretary of Labor fellows in manpower and computer technology, and two as research interns in the public service careers program.

7.9 SOUTHERN METHODIST UNIVERSITY
DALLAS, TEX.

Grant 31-46-70-06

Dr. Thomas Johnson, Assistant Professor of Economics and Statistics and Director of Manpower Research

A principal object of grant-based research at Southern Methodist University has been to generate new information on manpower issues related to the United States-Mexico border. The research staff has completed an analysis of the retention rates and rates of advancement of Mexican American workers retrained and relocated with their families from the Texas Rio Grande Valley to jobs in Dallas as aircraft assemblers. Work continues on a study of the effects on American labor, and particularly on employment problems along the United States-Mexico border, of Sections 806.3-807 of the Tariff Code. In connection with this project, faculty researchers have prepared a survey of the implications of multinational corporations–the prime users of Sections 806.3-807–for U.S. trade policy. They are interviewing Dallas area businessmen to glean additional information about the factors which influence U.S. firms to import goods under these sections of the Tariff Code.

Institutional grant funds have also been provided for research on a diversity of other topics, including the labor force participation of married women; the skill content of international trade flows among developing countries; delivery of health manpower services to the urban poor; manpower, wages, and hiring practices in regulated industries; statistical techniques with potential manpower applications; salaries, performance, and racial discrimination in professional sports; patterns of change in earnings between 1956 and 1966; and the relative influence on earnings and worker productivity of on-the-job training and pre-job schooling in service industries in the Dallas area.

Four students received fellowships derived from grant funds during the 1972-73 school year.

7.10 UNIVERSITY OF UTAH
SALT LAKE CITY, UTAH

Grant 31-47-70-10

Dr. Garth L. Mangum, Professor of Economics and Management, and Director, Human Resources Institute

With the award of the grant, the newly-established Human Resources Institute, a research, evaluation, and technical assistance unit which offers no degrees, began expanding its manpower program to provide research experience and fellowships for doctoral candidates in all manpower-related fields. In addition, the institute has developed four manpower education programs not directly related to the grant: (1) A cooperative program (under the College of Business) combining interdisciplinary academic training and practical experience in the administration of manpower programs and leading to a master's degree in management with emphasis on manpower administration; (2) an "export" version of the same program conducted in various cities for incumbent personnel of manpower agencies; (3) an experimental, in-service program to enable manpower agency employees who are not college graduates to pursue the bachelor's degree on a part-time basis, getting credit for experience and test performance to shorten the time required; and (4) an in-service institute, consisting of summer workshops and Saturday seminars, to alert public school principals and counselors to the employment outlook and problems for non-college-bound youth.

Graduate students involved in the resident master's degree program also participate in a manpower research seminar and serve internships in local and out-of-State manpower agencies. During the 1972 calendar year, the programs leading to a master's degree in manpower administration had enrollments of 90 on-campus and 193 off-campus graduate students.

Research at the Human Resources Institute has consisted largely of exploring topics related to State and local manpower planning and program management. Completed work in this area includes three dissertations which are direct products of the institutional grant: (1) An examination of information systems in six Utah manpower programs in order to develop for management decisionmaking a model information system based on the uses to which the information would be put; (2) an investigation of the economic impact of computer-assisted job placement systems; and (3) an identification of the parameters and relationships within Utah's manpower system as the first step in developing a manpower model for the State. As a guide for instituting computerized systems to match men and jobs, one faculty member has completed a project which traces the introduction by the Utah Department of Employment Security of an automatic data processing system to handle managerial, unemployment insurance, and placement functions on a statewide basis (see 3.13). Another faculty researcher has finished a study of the implementation of the Emergency Employment Act in Utah (sponsored by the Ford Foundation). An ongoing project in this subject area is analyzing experience with projects providing relocation assistance to workers in order to develop guidelines for using relocation assistance as part of decentralized, decategorized manpower programing (see 1.200). Other current studies are concerned with the goals and procedures of an experimental vocational evaluation service, the objectives and performance of State and local manpower planning in Utah, and causal factors in the upturn in employment service job orders and placements in Utah. Projects still in the planning stage would focus on the integration of manpower and other social services, the development of a competency-based curriculum for training human resources program administrators, and the compilation of case studies in manpower program administration.

Education is another popular area of research. The grant provided support for one doctoral candidate who wrote his dissertation on the determinants of success and failure among Mexican American students in secondary schools in Salt Lake City. An ongoing, grant-funded dissertation project is evaluating career education projects in Salt Lake City schools. The university is funding a study which examines national and State employment prospects for Utah college graduates. Finally, several graduate students have written papers assessing the curriculum, classes, and internship requirements of the university's master's degree program in manpower program administration.

Numerous projects with a local or State orientation are underway. Several researchers are examining the indicators, structure, and distribution of poverty in Utah, and shifts in and incidence of employment and poverty in Salt Lake City. In addition, the grant has provided partial or total support for such projects as the following: (1) A study which probes the factors affecting Utah's labor force participation rates and projects labor force size for the State; (2) a master's thesis which explores the influence of religion in Utah on female labor force participation rates; (3) a study of the State's Indian manpower resources; and (4) a master's thesis concerned with the factors affecting career choice among teenage females in Utah.

Grant-supported research outside these subject areas includes ongoing dissertation projects which appraise manpower planning in Norway and Japan, analyze physicians' motivations to engage in managerial activities, and consider "black English" as a deterrent to hiring and promotion.

During the 1972-73 school year, the institute also initiated a monthly faculty-student workshop for the presentation of research results and hosted meetings of the Industrial Relations Research Association, a statewide conference on social services integration, and a national conference on manpower and labor market planning.

7.11 VIRGINIA STATE COLLEGE
PETERSBURG, VA.

Grant 31-49-70-11

Dr. Huey J. Battle, Head, Department of Economics, and Director, Bureau of Economic Research and Development

The Manpower Research Unit in the Bureau of Human Research and Development has concentrated its research efforts on rural manpower problems in south central Virginia. Periodic interviews are being conducted with 1,000 low-income household heads to elicit information on jobseeking patterns, mobility, and adaptability, and to identify marginally skilled workers in the area. The data are also serving as a partial basis for analyses of returns to education and health delivery services in rural Virginia. Three research associates and several student assistants are being employed to help with the project.

7.12 WEST VIRGINIA UNIVERSITY
MORGANTOWN, W.VA.

Grant 31-52-70-12

Dr. John J. Miller, Associate Professor, School of Social Work, and Director, Rural Manpower Research and Training Project

Project researchers have compiled data on manpower needs, resources, and problems in Appalachia. With support from the West Virginia Commission on Aging, they have formulated recommendations for development of a statewide plan for training persons to work with the elderly. The U.S. Department of Health, Education, and Welfare, in cooperation with the institutional grant program, funded the development of training materials for entry-level positions in the supportive services, including such jobs as family and child worker, recreation director, and sheltered workshop worker.

Older people and human service agency personnel have been the focus of much of the research and other activities of the project. A pilot program to train older people as volunteers for rural human service agencies was undertaken early in the grant period. Project staff also prepared a report on the employment and training of older West Virginians for the West Virginia Commission on Aging, which is devising a State training and manpower development program. Two ongoing projects examine the changing structure of expenditures and income for the aged population, and the economic costs and social problems associated with compulsory retirement policies. Anticipated research includes a study of older workers' employment potential.

Workers in human service agencies are the subject of three currently active studies. In cooperation with the West Virginia Department of Welfare, staff researchers are canvassing people recently hired by the Department to find out more about the kinds of values, attitudes, and biographical characteristics that are predictive of an individual's skill in working with clients and successful job adjustment. Two student researchers have undertaken a study comparing the tasks of professional and subprofessional workers in a rural human service agency. In a third project, a faculty researcher is surveying master's degree recipients in four graduating classes of the university's School of Social Work. This project, which continues and extends a longitudinal study of the group begun in 1971, is concerned with the graduates' job market entry, career mobility, and performance. Results are expected to help the faculty spot deficiencies in the school's curriculum.

Research outside these subject areas includes ongoing analyses of the requirements of a comprehensive antipoverty program and the impact of subsidies on employer hiring practices.

The school has added manpower concepts and content to its four major graduate curriculums: Human behavior and the social environment; research; social policy; and social work practice. Specific manpower-related courses currently offered include labor economics, employment and job development, welfare economics, and social policy.

Both graduate and undergraduate students are involved in the research efforts of the school's rural manpower research and training project, and all graduate students must devote two semesters or the equivalent to field instruction. Of the six students who have received field assignments for summer 1973, two will be placed with the Job Corps Center for women in Charleston, two with the Pittsburgh Residential Manpower Center, one with the Region III public welfare office as administrative aide to the director, and the sixth with a summer job location and placement project for high school youth.

Guidelines for Submission of Research and Development Proposals:
Contracts and Grants
Doctoral Dissertation Grants Under the MDTA
Small-Grant Research Projects Under the MDTA

Conditions for Doctoral Dissertation Grants/Small-Grant Research Projects
Under the Manpower Development and Training Act of 1962, as Amended

These guidelines have been **revised** and supersede any previously issued. It is suggested that applicants examine title I of the Manpower Development and Training Act, as amended (see Appendix B), and other relevant authorizing legislation **before** preparing proposals under these guidelines.

GUIDELINES FOR SUBMISSION OF RESEARCH AND DEVELOPMENT PROPOSALS– Contracts and Grants

The purpose of this section is to establish guidelines for the submission of proposals for research and development project funding to the Manpower Administration, U.S. Department of Labor.[1]

AUTHORITY

Funds for research and development activities may be awarded under authority of three legislative acts:

1. Title I of the Manpower Development and Training Act of 1962 (42 U.S.C. 2571 et seq.), for the conduct of research in the broad areas of manpower resources, requirements, development, utilization, mobility, employment and unemployment, automation and technological change, and labor market information and job matching to provide information which will lead to the development of informed and responsible manpower policies and programs.

Title I of the MDTA also authorizes "a program of experimental, developmental, demonstration, and pilot projects, through grants to or contracts with public or private nonprofit organizations, or through contracts with other private organizations, for the purpose of improving techniques and demonstrating the effectiveness of specialized methods in meeting the manpower, employment, and training problems of worker groups such as the long-term unemployed, disadvantaged youth, displaced older workers, the handicapped, members of minority groups, and other similar groups." The projects, subsumed under the word "development" in these guidelines, seek to develop and test in operation new ways in which manpower programs might be made more effective.

2. Title I of the Economic Opportunity Act of 1964 (42 U.S.C. 2740), for studies that will provide information which will improve the overall effectiveness of the program activities set forth in part B, section 123.

3. Social Security Act (81 Stat. 888), for studies which will provide information for the improvement of the overall effectiveness of the Work Incentive program (title IV, part c, section 441).

Research and development projects are not limited to particular types of organizations. Academic institutions, State and local government units, community, private, and other organizations and individuals with research or experimental and demonstration capabilities in the manpower area may apply for project funding.

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[1] See Title 29, Part 71 of the Code of Federal Regulations, Manpower Research and Evaluation Grants and Contracts, 33 F.R. 7113.

PRELIMINARY PROPOSAL

The first step in applying for R&D funds is the submission of a preliminary statement describing the investigator's basic study ideas, subjects of research, or proposals for experimental development and demonstration. **The preliminary proposal should be brief and self-explanatory. Twenty copies are required.** It should include:

1. The problem to be investigated or the experiment or demonstration to be conducted.
2. Objectives and potential application of findings.
3. Operational, research, or assessment procedures.
4. Time and budget requirements (summary only).
5. Statement on relevance to manpower problems.

A separate statement concerning staff, facilities, capabilities for conducting research, experimentation, or demonstration, and previous related experience should accompany the preliminary proposal. The preliminary proposal and other related materials should be sent to:

Director, Office of Research and Development
Manpower Administration
U.S. Department of Labor
Washington, D.C. 20210

After reviewing this preliminary summary, the Manpower Administration may request a formal proposal. (Formal proposals should follow the outline detailed below in Outline for Submission of Formal Proposals.)

GENERAL INFORMATION ABOUT REQUIREMENTS FOR FORMAL PROPOSALS

The proposed project should focus on potential solutions to significant manpower problems. It should seek to develop new knowledge or new applications of existing knowledge which give promise of furthering the objectives of the legislation under which the contract would be authorized. The end product to be sought by any project–its findings and conclusions–should be of broad program interest; it may be limited to specialized operations where that can be shown to provide a basis for generalized conclusions or to have application over a wide area.

Management Capability

The project director or principal investigator should either have done successful research, or conducted experimental or demonstration programs, or have demonstrated clearly a competence for performing or directing such. It is also preferred that the director or principal investigator shall devote full time to the project. The organization submitting the proposal also must have available facilities and staff adequate to carry out the proposed activity or give evidence that it can acquire such, if funded.

Economic Efficiency

The probable value of the findings of the overall project must justify the total proposed expenditure. The overall cost of the particular approach toward solving the problem in the proposed project must be reasonable when compared with the cost of other possible approaches. Projects should not duplicate ongoing or past research and development efforts and wherever possible should attempt to build on work already done.

Review of Proposals

Formal proposals should be typed or otherwise reproduced on one side only and should be moderate in length. *Thirty copies should be submitted.*

Acknowledgment of receipt usually will be made within 15 days. Processing, review, and evaluation of comments received usually require 60 days from receipt of proposal.

Notice of approval for negotiation (or disapproval) will be given as soon as possible following review and evaluation. Final approval for funding will depend on a negotiated agreement on content, structure, and budget of the project by the proposer and the Manpower Administration.

Final Report

Upon completion of the project, 100 copies of a final report are required. This report will present and analyze information secured, and for development projects will describe also the administrative structure developed and the operations performed. It will contain: (1) A summary, (2) findings and conclusions, (3) implications for manpower program and policy, and (4) implications for further research or experimental and demonstration effort. Special attention should be given to recommendations for the application and use of the findings to manpower programs, policies, and problems.

Publications derived from the work will acknowledge that the study was supported by the Manpower Administration, U.S. Department of Labor. If it chooses, the Department will have a right to publish and distribute the final report of the work done and to use the findings, including any research, program materials, or experimental and assessment designs developed, for any purpose whatsoever.

OUTLINE FOR SUBMISSION OF FORMAL PROPOSALS

There is no printed form to be used. Follow the outline below in describing the proposed project. Identify each section by number and title as indicated in the outline.

1. Cover page. The cover page of the proposal must show the following information in the order indicated:

> PROPOSAL TO THE ASSOCIATE MANPOWER ADMINISTRATOR FOR POLICY, EVALUATION, AND RESEARCH, MANPOWER ADMINISTRATION, U.S. DEPARTMENT OF LABOR, FOR A RESEARCH OR DEVELOPMENT PROJECT.

Project title:	(Be concise and as specific as possible. Avoid obscure technical terms. Include key words under which project may be indexed.)
Submitted by:	(Name of organization, institution, agency, or individual, hereinafter referred to as "organization.")
Address:	(Of organization, including zip code.)
Telephone number:	(Of organization, including area code.)
Initiated by:	(Full name and position of individual who is initiating project, ordinarily the director or chief investigator.)
Transmitted by:	(Full name and position of official who is approving the submission of the proposal. This must be someone with authority to commit the organization to the proposed project. The proposal should be signed by both the initiator and the transmitter on the original or master copy.)
Date:	(Date transmitted.)

2. Abstract. Summarize the proposal, preferably on one page, under two main heads: (a) Objectives, and (b) procedures.

3. Problem. Describe the problem to be focused on and its significance.

4. Objectives. State the questions which the project is designed to help answer, the techniques or methods to be developed and/or tested, and/or the hypotheses to be studied.

5. Relationship to other research or experimental and demonstration programs. Discuss the proposed project in relation to previous research, experimentation, or demonstration in the area of the work proposed. Indicate how what is proposed will add to knowledge on the particular problem and/or on how to make manpower programs more effective and efficient. Distinguish what is different about this proposed project, as compared with other projects conducted previously or currently.

6. Project design and components.

   a. For development, experimental and demonstration projects.

      (1) Describe the work plan: who will perform what tasks in what ways, involving what types and approximate number of participants.
      (2) Describe the organizational arrangements for administration of the project.
      (3) Present a time schedule for performance of the stated tasks.
      (4) Describe the provisions made for assessment of the effects of

the project. (Where research techniques are involved in the assessment of experimental and demonstration projects, follow the outline in 6(b) following.)

b. For research projects. Describe the research design in detail, listing the steps to be followed. Include specific information, as relevant, on each of the following:

(1) Research method. What is the method to be employed in the study? Examples: Survey method, descriptive-theoretical analysis, participant observations, experimental and control group comparisons.

(2) Study subjects. Where there are populations, samples, experimental and control groups, indicate their purpose, origin, composition, size, type of data to be collected on each, and sampling plans.

(3) Data collection. Describe types of data to be gathered and methods of collection. To the extent feasible, data that are already available or are being collected from other sources must be used. Describe questionnaires, interview guides, tests, and other research instruments to be used. In studies for which it is determined that the project is subject to the requirements of the Federal Reports Act of 1942, it will be necessary for the researcher to submit copies of questionnaires and survey plans for clearance in advance of their use.

(4) Analytic techniques. Indicate statistical or other analytic techniques to be used in testing the hypotheses or achieving the objectives of the study.

(5) Phasing. Indicate the approximate time schedule for phasing various aspects of the research or assessment to the operations schedule.

7. Personnel. Give name, title, and a statement of the educational and professional experience of the principal investigator and other key personnel.

8. Facilities. Indicate special facilities and similar advantages. For research projects detail the research staff resources available to the organization.

9. Subcontracting. If a subcontractor is to be used for any part or parts of the operation, or for research or assessment, specify the nature of the work and the subcontractor's credentials for conducting it. Any subcontract is negotiated by the prime sponsor, but will be subject to prior approval by the Office of Research and Development.

10. Utilization. Indicate the potential prinicpal users of the proposed project's findings and how the project's "products" (reports, guide materials on particular techniques) will be developed so as to encourage and facilitate use by policymakers, the research community, and/or manpower agencies.

11. Other information. Indicate other pertinent information, including the following:

a. Identify other organizations whose participation or cooperation is required and present evidence of their awareness of the need for their aid and willingness to provide it.
b. Amount of financial or other support available for this project from other sources.
c. Whether this proposal is an extension or an addition to a previously Government-supported project.
d. Whether financial support for this proposal or a similar one has been requested from any Government or private organization other than the Manpower Administration, U.S. Department of Labor.

12. Budget. Start this section on a new page, identifying it in sequence with previous sections as "12. Budget." The budget will include all estimated costs to be covered by any funding from the Department of Labor.

The cost of performance includes the cost of necessary direct items of expenditure incurred in the performance of the project. It should also include an amount for overhead or indirect costs only if appropriate.

Following the categories as shown in the outline below, and rounding all amounts to the nearest dollar, list anticipated requirements for all items of expenditure. If the project is expected to extend beyond 12 months, indicate the amount required for each year, and in total.

a. Direct costs.

(1) Personal services.

(a) Include salaries and wages of all personnel directly attributable to actual performance under this project, whether on a full- or part-time basis. List personnel by title, man-months (full- or part-time—be specific), and dollar amounts.
(b) Include in connection with the above, but identify separately, allowances (dollar amounts and percentages of base salaries) for vacation, holidays, sick leave pay, and any other employee benefits customarily granted.

(2) Consultants and contract service. Include allowances for consultants and contract service as required.

(3) Materials and supplies. Assign a cost to all materials and supplies which will be expended directly by the contractor in performance of the project.

(4) Travel. Furnish estimates of the number of trips, method of transportation, and cost of travel. Include the estimated amount for subsistence and daily allowance rates, auto mileage rates, etc., during travel, in accordance with the organization's established policy.

(5)Communications. Include telephone, telegraph, and postal charges.

(6)Services. Include those not specifically covered under personal services (e.g., interviewer cost, computer cost). When a study involves securing information through Federal agencies (as the U.S. Bureau of the Census) or State agencies (as State employment services), the cost of such services, if any, should be included.

(7)Other. Itemize by category and amount.

b. Indirect costs or overhead. Give the basis for the organization's determination of proposed overhead rate and reference to the rate approved currently by other Government agencies, if any.

Overhead rates may be fixed during the negotiation of funding, or may be determined provisionally, with final settlement made at the conclusion of the project. If an overhead rate has been established by a Government audit agency, identify the cognizant audit agency and contact person, the rate established, the allocation base, and the period for which it was established.

It is most important that all items of cost be readily identifiable, regardless of whether they are shown as direct or indirect.

The proposed budget will be reviewed against applicable Federal regulations as part of the initial review. Where changes are necessary for projects which are approved otherwise for negotiation, these changes, as well as decisions concerning the determination of an overhead rate, will be made during the negotiation of the funding.

It is the policy of the Department to encourage cost-sharing arrangements on research projects in accordance with the principles set forth in the Office of Management and Budget (OMB) Circular A-100, dated December 18, 1970, entitled "Cost sharing on research supported by Federal agencies." The budget presentation should show what costs the proposer will absorb as his contribution. If no costs are to be met by the proposer, an explanation should be provided.

GUIDELINES FOR SUBMISSION OF RESEARCH AND DEVELOPMENT PROPOSALS–Doctoral Dissertation Grants Under the MDTA

Academic institutions offering doctoral degrees in areas of study which relate to the manpower field (such as economics, sociology and social work, psychology, education, and the behavioral sciences generally) may apply for grants to support dissertation research of graduate students who have completed all requirements for the doctoral degree except the doctoral dissertation, or who will have met these requirements before the grant is effective. A separate application must be submitted for each candidate nominated by the university for a grant. Such a grant will be made to the university in the name of the candidate.

GRANT CONDITIONS

The maximum amount of direct costs (see "The Application," par. 5.a., p. 251) of any one grant is $10,000 for a period not to exceed 1 year. Support for projects extending beyond 1 year will be considered only under very special circumstances. Requests for no-cost extensions of approved grants will be considered only if reasonable progress is reported. Such requests require written support of the candidate's sponsor, and must be approved by the sponsoring institution and submitted at least 1 month before the expiration of the grant. The grant will indicate the period for which the Department intends to support the project.

The grant may cover the following costs:

1. Support for the doctoral candidate.

a. Support will generally be on a stipend basis, determined by the proportion of time spent by the candidate on his dissertation times the following full-time annual stipend rates:

Single individual	$4,000
Dependent allowances (additional)	
Dependent spouse	500
Dependent children:	
1	500
2	800
3 (maximum)	1,100

Under this schedule the maximum annual stipend rate for a married candidate with a dependent spouse and three or more dependent children is $5,600. The following example illustrates how a stipend may be computed:

> A married man with one child who teaches half time and works on his dissertation half time for 9 months of the year, and devotes full time to his dissertation the other 3 months, could receive a stipend of $3,125–three-fourths of the year at half time, $1,875, plus one-fourth of the year at full time, $1,250.

b. A candidate who has been regularly employed in teaching or research activities by the sponsoring university or a related research organization, and for whom the dissertation research requires relief from part of his employment, may be supported at his established rate of pay, prorated for the proportion of his time devoted to the dissertation, provided that the total amount of the candidate's pay from the grant does not exceed the amount which the candidate could otherwise receive as a stipend if he devoted full time to his dissertation (see 1.a. above).

2. Major direct project costs, such as clerical assistance, necessary travel, computer time, and special supplies.

3. Indirect costs at a fixed rate not to exceed the established audited rate of the institution. The stipend may not be treated as a personnel cost for the purpose of computing the amount of indirect costs. However, the salary of a candidate employed by the university (as in 1.b. above) will not be considered a stipend.

4. Allowance to sponsoring university.

a. When the candidate is on a stipend basis, and is not charged tuition or fees, an allowance of $2,500 will be granted to the university in lieu of tuition, fees, general supplies, and other administrative costs for grants of 6-months' to 1-year's duration. Where tuition and fees normally charged doctoral candidates exceed $2,500 per year, the amount of the allowance may be increased to cover costs of tuitions and fees, but may not exceed $3,000 per year. For grants of less than 6 months, the allowance will be one-half of the annual rate, except that in the rare instances when no-cost extensions are allowed, the allowance to the sponsoring university will be prorated on a monthly basis. In accordance with the Office of Management and Budget Circular No. A-100 (see below), costs of services of academic and administrative staff, including the candidate's sponsor or thesis advisor, which would normally be covered by tuition and fees of the university, may not be shown as a contribution of the university.

b. When the candidate is employed by the university and paid a salary, no allowance will be granted In such instances, the university may include the salary of the candidate in the base against which indirect costs rates may be applied.

In accordance with the Office of Management and Budget Circular No. A-100, dated December 18, 1970, "Cost sharing on research supported by Federal agencies," the grantee institution must share in the total cost of the project.

For applications which are approved, the submission of copies of final reports (dissertations) will be in accordance with condition 17 of the following Doctoral Dissertation Grant Conditions.

Any survey plans, surveys, or questionnaires arising from the research under an approved grant will be identified solely as the responsibility of the university or the doctoral candidate and will in no way be attributed to the Department of Labor.

Publications based on the research conducted under the grant will acknowledge that the research was supported by a grant from the Manpower Administration of the U.S. Department of Labor under the Manpower Development and Training Act of 1962, as amended. The Department will have a nonexclusive right to publish and distribute the final report of the research and to use the findings, including any research designs developed by the research, for any purpose whatsoever.

The standard conditions applying to all dissertation grants are appended as Conditions Governing Grants in Support of Doctoral Dissertations at the end of these guidelines. As indicated below, any desired exceptions from these conditions should be stated with the transmittal of the application.

SUBMISSION OF APPLICATIONS

Fifteen copies of each application should be sent by the university to:

Director, Office of Research and Development
Manpower Administration
U.S. Department of Labor
Washington, D.C. 20210

Closing dates for applications are December 1, March 1, June 1, and September 1. Applications will be accepted which are postmarked or delivered on or before each of these dates for work to be conducted or initiated during the 1-year period following the date of the application. However, applications received in MA 1 week or more after a closing date, regardless of postmark, will be considered at the next scheduled closing date. *To assure an early acknowledgment of the receipt of applications, applicants may enclose a stamped self-addressed postcard referenced to the application.* Processing of applications requires approximately 3 months, including evaluation by review panels. Applicants may expect to be notified of action taken about 3 months after the applicable closing date. Applications approved for funding may be activated for work to begin approximately 1 month after notification. A grant approved for a candidate who has not completed all the requirements for the doctoral degree at the date of the application will require notice from the university that all requirements have been met before any payments will be made under the grant.

CRITERIA FOR APPROVAL

All applications are reviewed by a panel of persons from outside the Department with expertise in the manpower field. Only those applications which propose studies which have relevance to the objectives of title I of the

Manpower Development and Training Act[2] are referred to the panel for their consideration and recommendation.

The panel considers all elements of an application in its review, giving primary emphasis to the candidate's ability, originality, and creativity as evidenced by the project proposal. The standing of the candidate and his proposed project relative to other candidates and to the availability of funds for the program determines whether the project will be approved for a grant. Approval may be conditional on acceptance of changes as recommended by the review panel, including substantive and budget revisions.

THE APPLICATION

Applications should contain the information requested below in the order indicated. There is no printed form to be used.

1. The first page should show the following:

PROPOSAL SUBMITTED TO THE ASSOCIATE MANPOWER ADMINISTRATOR FOR POLICY, EVALUATION, AND RESEARCH, MANPOWER ADMINISTRATION, U.S. DEPARTMENT OF LABOR, FOR A GRANT IN SUPPORT OF A DOCTORAL DISSERTATION UNDER THE PROVISIONS OF TITLE I OF THE MANPOWER DEVELOPMENT AND TRAINING ACT, PUBLIC LAW 87-415, AS AMENDED.

Submitted by: (Legal name of university which will be used if grant is approved, and department sponsoring the candidate.)

Address: (Of university, including zip code.)

Candidate: (Name, address, and phone number. Candidate should sign original or master copy.)

Project title: (Concise, descriptive, and as specific as possible.)

Sponsor: (Name, position, academic degrees, and phone number of university advisor or sponsor of the candidate. Sponsor should sign original or master copy.)

Transmitted by: (Name, position, and phone number of approving official. This should be someone with authority to commit the university, and he should sign the original or master copy. Unless otherwise indicated all correspondence, including the Notice of Grant Award, if approved, will be addressed to this official.)

Date: (Date transmitted.)

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[2] It is suggested that applicants study title I of the MDTA of 1962 before preparing proposals under these guidelines. (See p. 273.)

2. The background of the candidate. Include statement of education and employment experience, and a list of published work. Indicate if candidate has met all requirements other than the dissertation, and, if not, when these will be met.

3. A statement by the candidate's sponsor in support of the proposal and indicating his evaluation of the interests and potential of the candidate. Where the sponsor is other than the thesis advisor for the candidate, the thesis advisor should also include such a statement.

4. A brief, but reasonably complete, statement of the proposed work prepared by the candidate, and covering:

a. The problem to be investigated, and its importance and significance.
b. The objectives of the study, including hypotheses to be tested and specific questions to which answers will be sought.
c. Procedures to be used. Include, as appropriate, general design, population and sample to be studied, data to be gathered and methods to be used, and methods of analysis to be used.
d. Anticipated practical applications of the findings, if appropriate.
e. A time schedule for the project and its major phases.
f. Where support of other agencies is necessary for the successful completion of the objectives of this study, include a statement of the extent of cooperation already assured by such agencies.

5. A budget statement in detail for the grant period. Items to be shown in detailed budgets are listed below. Dollar amounts are to be listed in two columns: (a) Amounts of funds requested and (b) amounts of the grantee institution's contribution from non-Federal funds.

a. Direct costs.

(1) Personal services. Show the portion of the candidate's time to be spent on the project, and the rate of stipend or salary.
(a) If a stipend, indicate the basis for the rate used in accordance with schedule of stipends shown earlier in these guidelines.
(b) If a salary, indicate the basis for the recommended rate of pay. Total salary charged to the grant may not exceed that amount which would be payable for full-time work on the dissertation under the schedule of stipends shown earlier in these guidelines (see 1.a., p. 247).
(2) Major materials and special supplies required for the project. Itemize in broad categories and amounts.
(3) Travel, including subsistence at actual cost but not to exceed that allowable under the customary practice of the grantee. Give details of travel and subsistence, including types of transportation to be used and rates allowed therefor.
(4) Communication and services not included elsewhere. Itemize

by broad categories and amounts. For computer use, show type, number, cost per hour, etc.

(5) Other direct costs. Itemize by category and amount. When the candidate is on a salary basis, tuition and fees normally paid to the institution by doctoral candidates working only on their dissertations may be shown as a contribution of the institution in lieu of personal and other services covered by such tuition and fees (as, for example, the time spent by the candidate's sponsor supervising the work of the candidate). Such tuition and fees are allowable as part of the grant amount only to the extent that they reflect grantee costs directly attributable to the work of the candidate.

b. Indirect costs. A **fixed rate** which does not exceed the grantee institution's established audited rate may be used. Identify the basis for the established rate–the date, audit agency, and reference numbers, if any.

c. Allowance to university. See page 248, numbered paragraph 4 for schedule of allowance. Include in amount requested.

6. A statement acknowledging that the Conditions for Doctoral Dissertation Grants/Small-Grant Research Projects (which follow at the end of the Guidelines for Small-Grant Research Projects) have been reviewed and will be accepted if the grant is approved. Any provisions from which the institution desires exception should be clearly indicated and justified.

GUIDELINES FOR SUBMISSION OF RESEARCH AND DEVELOPMENT PROPOSALS—Small-Grant Research Projects Under the MDTA

Public and private nonprofit academic institutions and research organizations may apply for small grants to support research projects or research-related activities in the manpower field.

This small grant program is principally for postdoctoral research. Proposals approvable include:

a. Research which explores new fields of inquiry.
b. Research which explores new methods of approach to existing fields of inquiry.
c. Studies which test the effectiveness or feasibility of research projects or programs.
d. Syntheses of the current state of knowledge in various research areas in order to provide guides for future programs.

Under special circumstances, grants may also be made to assist in support of research projects underwritten by other agencies, but which require additional monies to assure completion.

GRANT CONDITIONS

The maximum amount of direct cost (see "The Application," par. 10.a., p. 258) of any one grant is $15,000 for a period not to exceed 1 year. For projects scheduled for more than 1 year, additional grants, each within the same limitation, may be made for a total of not to exceed 2 years, subject to availability of appropriated funds, receipt of progress reports showing reasonable progress, and requests for such renewals to be submitted not later than 1 month before the expiration of previous grants. The initial grant will indicate the perod for which the Department intends to support the project.

Grant funds may be expended only for the purpose of carrying out the research program as approved. In accordance with the Office of Management and Budget Circular No. A-100, dated December 18, 1970, "Cost sharing on research supported by Federal agencies," the grantee institution must share in the total cost of the project.

All grant awards are subject to the condition that the principal investigator designated in the application continues to be responsible for the conduct of the approved project for its duration. Continuation of grants in the event the principal investigator becomes unavailable will be contingent upon written approval by the Department of the person chosen by the grantee to replace the principal investigator.

For applications which are approved, the submission of copies of final reports will be in accordance with condition 17 of the following Research Project Grant Conditions. Incorporated into or accompanying this report will be a short summary, which includes one paragraph on the project's objectives, one on procedures, two or three paragraphs on findings, and one on implications of findings. For projects extending beyond 1 year, the renewal will be considered as a separate grant, and a progress report will be required with the request for renewal.

Any survey plans, surveys, or questionnaires arising from the research under an approved grant will be identified solely as the responsibility of the grantee, and will in no way be attributed to the Department of Labor.

Publications based on the research conducted under the grant will acknowledge that the research was supported by a grant from the Manpower Administration of the U.S. Department of Labor under the Manpower Development and Training Act of 1962, as amended. The Department will have a nonexclusive right to publish and distribute the final report of the research, and to use the findings, including any research designs developed by the research, for any purpose whatsoever.

The standard conditions applying to all research grants are appended as Conditions Governing Grants in Support of Research Projects, at the end of these guidelines. As indicated below, any desired exceptions from these conditions should be stated with the transmittal of the application.

CRITERIA FOR APPROVAL

A primary consideration in the approval of any grant request is the relevance of the area of study to the objectives of title I of the Manpower Development and Training Act.[3] Proposals which are determined to be relevant to the objectives of the Manpower Development and Training Act will be considered by a review panel of persons from outside the Department with expertise in the manpower field and approved or disapproved in relation to criteria such as the following:

1. Manpower significance.
   a. The project is focused primarily on significant manpower problems.
   b. The anticipated results or methodology of the project have broad national interest, provide a basis for generalized conclusions, or have practical applicability.
2. Research design.
   a. The problem with which the research proposes to deal is clearly defined.
   b. The proposal reflects an adequate knowledge of other research related to the problem.
   c. Questions to be answered or hypotheses to be tested are well formulated and clearly stated.
   d. The proposal outlines fully the procedures to be followed, and whenever applicable, includes information on such matters as sampling procedures, including the size of the population to be studied and the size of sample and control groups, as well as types of data to be gathered, and statistical analyses to be made.

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[3] It is suggested that applicants examine title I of the MDTA of 1962 before preparing proposals under these guidelines. (See p. 273.)

3. Personnel and facilities.
   a. The experience and training of the principal investigator appear adequate to carry out the research.
   b. The facilities available to the investigator(s) are adequate to carry out the research.
   c. The plan provides, wherever feasible, for encouraging and increasing knowledge and skills of professional personnel and of new research workers.
4. Economic efficiency.
   a. The suggested approach to the problem is reasonable in terms of overall cost as compared with the cost of other possible approaches.
   b. The suggested approach to problems involving the analysis of statistical data utilizes, to the extent feasible, data already available or being collected through Government and other sources.
   c. The total proposed expenditure is justifiable in terms of the probable value of the results of the proposed research, and the grantee institution is contributing a reasonable share of the total cost.

Approval may be conditional on acceptance of changes in the project or the budget, or both, as recommended by the review panel.

GRANT REVISIONS

The terms of any approved grant will be revised only if major changes in the areas to be investigated are agreed to be necessary. Changes in the research approach suggested by the development of a project or intended to expedite the achievement of its objectives, but not materially changing the scope and purpose of the study, may be made at the discretion of the grantee. Adjustments within the estimated approved budget may be made at the discretion of the grantee if the total amount of the grant and the total pay and rate of pay of the principal investigator(s) are not increased.

Prior written approval of the Department is required for:

1. Substantial changes in the scope or purpose of a study, with or without changes in the budget;
2. Any increase in the total budget for a grant;
3. Any increase in the total pay or rate of pay of the principal investigator(s); or
4. Any change in the grant period.

SUBMISSION OF APPLICATIONS

Fifteen copies of each application should be sent to:

Director, Office of Research and Development
Manpower Administration
U.S. Department of Labor
Washington, D.C. 20210

Closing dates for applications are December 1, March 1, June 1, and September 1. Applications will be accepted which are postmarked or delivered on or before each of these dates for work scheduled to start 4 months or more following the applicable closing date. However, applications received 1 week or more after a closing date, regardless of postmark, will be considered at the next scheduled closing date. Processing of applications requires approximately 3 months, including evaluation by review panels. To assure an early acknowledgment of the receipt of applications, applicants may enclose a stamped self-addressed postcard referenced to the application. Applicants may expect to be notified of action taken about 3 months after the closing date. Applications approved for funding may be activated for work to begin approximately 1 month after notification.

THE APPLICATION

Applications should contain the information requested in the order indicated. There is no printed form to be used.

1. The first page should show the following:

PROPOSAL SUBMITTED TO THE ASSOCIATE MANPOWER ADMINISTRATOR FOR POLICY, EVALUATION, AND RESEARCH, MANPOWER ADMINISTRATION, U.S. DEPARTMENT OF LABOR, FOR A SMALL GRANT IN SUPPORT OF A RESEARCH PROJECT UNDER THE PROVISIONS OF TITLE I OF THE MANPOWER DEVELOPMENT AND TRAINING ACT, PUBLIC LAW 87–415, AS AMENDED.

Project title:	(Be concise, descriptive, and as specific as possible. Include key words under which project may be indexed.)
Submitted by:	(Legal name of institution or organization which will be used if grant is approved, hereinafter referred to as "organization.")
Address:	(Of organization, including zip code.)
Telephone number:	(Of organization, including area code.)
Principal investigator:	(Name, position, academic degrees, and phone number of the principal investigator.)
Transmitted by:	(Name, position, and phone number of official who is approving the submission of the proposal. This must be someone with authority to commit the organization to the proposed project. Unless otherwise indicated, all correspondence, including the Notice of Grant Award, if approved, will be addressed to this

official.) (The proposal should be signed by both the principal investigator and the transmitter on the original or master copy.)

Date: (Date transmitted.)

2. Abstract. On a single separate page submit a summary of the proposal including: (a) Title of project; (b) name of organization; (c) name of principal investigator; (d) objectives; (e) procedures; (f) time schedule, i.e., beginning and ending dates (first year total and project total if longer than 1 year).

3. Problem. Give a brief statement of the problem to be investigated, explaining its importance and significance.

4. Objectives. State the objectives of the research project, including hypotheses to be tested and specific questions to which answers will be sought. For research design studies, include the ultimate objectives of the research to be designed.

5. Relationship to other research. Cite or summarize research related to the proposed study. Present the rationale upon which the proposal is based. Indicate the uniqueness of the proposal.

6. Procedure. Describe the procedure in detail listing the steps to be followed. Include specific information on each of the following, as appropriate:

a. General design of project.
b. Population and sample to be studied.
c. Data to be gathered and methods to be used.
d. Methods of analysis to be used.
e. Time schedule indicating length of time required for each major phase of study.

7. Personnel. Give name, title, and a brief statement of the research experience of the principal investigator and of other key personnel.

8. Facilities. Indicate special facilities and similar advantages, including research staff resources, available to the organization.

9. Other information. Indicate other information pertinent to the proposal, including the following:

a. Amount of financial or other support for this project from other sources.
b. Whether this proposal has been or will be submitted to any other agency or organization for financial support.
c. Whether this proposal is an extension of or an addition to a previous project supported by the Department of Labor or other Government agency.
d. Whether this proposal or a similar one was previously submitted to the Department of Labor or other Government agency.

e. Extent to which cooperation has been agreed to by agencies whose support is necessary for the successful completion of the objectives of the proposal.

10. Budget. Include a section on estimated costs of the project to be covered by the grant and by the grantee institution from non-Federal sources. Start this section on a new page.

The proposed budget will be reviewed against applicable Federal regulations, such as Office of Management and Budget Circular No. A-100, as part of the review of the proposal. Where changes are necessary for the projects which are otherwise approved, final approval will be conditional on the acceptance of these changes.

The cost of the project includes the costs of necessary direct items of expenditures incurred in its performance; it may also include an amount of overhead or indirect costs at a rate which does not exceed the grantee institution's established audited rate for such projects.

Following the categories as shown in the outline below, and rounding all amounts to the nearest dollar, list anticipated requirements for all items of expenditure in two columns: (1) Amount of funds requested, and (2) amount of the grantee institution's contribution from non-Federal funds. If the project is expected to extend beyond 1 year, indicate amounts required for each year and in total.

a Direct costs.

(1) Personal services. Include:

(a) Salaries[4] and wages of all personnel which are directly attributable to actual performance under this grant, whether on a full- or part-time basis. (List personnel by title, man-months, and dollar amounts.)

(b) In connection with the above, but identified separately, allowances for vacation, holiday, and sick leave pay. Also include employee benefits to extent customarily provided by organization.

(c) Consultants[4] as required.

(2) Materials and supplies. Itemize in broad categories and amounts all materials and supplies which are to be directly expended in performance of the project.

(3) Travel. Include subsistence during travel at actual cost, but not to exceed that allowable under the customary practices of the grantee. Give detail of travel and subsistence, including types of transportation and rates allowed therefor.

(4) Communications. Include telephone and telegraph charges unless these are included in indirect costs.

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[4] For salaries at rates of $15,000 or more per annum and for consultant fees in excess of $75 per day, include a statement establishing that each such rate is in accordance with the established compensation rates and policies of the grantee institution.

(5) Services. Include those not specifically covered under personal services. Itemize by category and amount.

(6) Other. Itemize by category and amount. For computer use, show type, number, cost per hour, etc.

b. Indirect costs or overhead. A **fixed rate** which does not exceed the grantee institution's established audited rate may be used. Identify the basis for the established rate—date, audit agency, and reference numbers, if any.

11. A statement acknowledging that the Conditions for Doctoral Dissertation Grants/Small-Grant Research Projects (which follow) have been reviewed and will be accepted if the grant is approved. If there are any provisions from which the organization desires exception, these should be clearly indicated and justified.

CONDITIONS FOR DOCTORAL DISSERTATION GRANTS/ SMALL-GRANT RESEARCH PROJECTS

Under the Manpower Development and Training Act of 1962, as Amended

NOTE: Where the term "principal investigator/doctoral candidate" is used, it means the principal investigator in small grant research projects and the doctoral candidate in doctoral dissertation grants.

1. DEFINITIONS

As used in this grant (see Notice of Grant Award, p. 271), the following terms shall have the meaning set forth below:

a. "Secretary" means the Secretary of the U.S. Department of Labor, and the term "his duly authorized representative" means any person or persons authorized to act for the Secretary.

b. "Grantee" means the institution named in this grant as the recipient of the grant award.

c. "Grant Officer" means the person executing this grant document on behalf of the Government, and any other individual who is properly designated a representative of the grant officer and acting within the limits of his authority.

d. "MA" means the Manpower Administration of the U.S. Department of Labor.

2. APPLICABILITY OF CONDITIONS

These conditions shall be applicable to the grantee, to the principal investigator/doctoral candidate, and to any agency or organization which, pursuant to a contract, agreement, or other arrangement with the grantee, undertakes responsibility for any part of this grant. Exceptions to these conditions may be requested in cases where compliance with one or more of them would cause unnecessary difficulties in carrying out the approved project. A waiver of any condition must be in writing and must be signed by the grant officer. Any such waiver must be explicit; no waiver may be inferred from the fact that the grant is responsive to an application which may have contained material inconsistent with one or more of these conditions.

3. SCOPE OF WORK

The work and/or services which the grantee shall perform shall be consistent with the proposal as approved for support by the grant officer, and shall be performed in accordance with that document which is appended as Attachment 1 to the Notice of Grant Award.

4. AMOUNT OF GRANT

The amount of the Federal grant shall not exceed the smaller of (a) the "Total Amount of This Grant" shown in the Notice of Grant Award, or (b) the amount of cash expenditures (other than grantee contributions) made by the grantee for project purposes during the grant period. For this purpose, the amount of cash expenditures shall include only expenses which are chargeable to the budget of the grantee and which are determined by the grant officer to be allowable costs under the applicable provisions of subpart 1-15.3 of the Federal Procurement Regulations (41 CFR 1-15.3).

5. USE OF GRANT FUNDS

Grant funds shall be expended only for the purpose and activities of the approved project. Adjustments within the approved budget may be made by the principal investigator/doctoral candidate, with the approval of the grantee without prior approval by the grant officer, provided the total expenditures do not exceed the amount of the grant and the total pay and rate of pay of the principal investigator/doctoral candidate are not increased. Expenses which are attributable only in part to this project shall be prorated on a reasonable and consistent basis to determine the amount chargeable to the activities supported by this grant. The following statement, signed by the authorized university or college official, will accompany the final fiscal report:

> "I certify that all payments and expenditures reported are for proper grant purposes and in accordance with the approved budgets set forth in the grant documents."

6. OBLIGATION OF GRANT FUNDS

Grant funds may not be obligated prior to or after the grant period. Obligations outstanding as of the end of the grant period may be liquidated (paid out) after the end of the grant period. Such obligations shall involve only specified commitments for which a need existed during the grant period and which are supported by approved contracts, purchase orders, requisitions, invoices, bills, or other evidence of liability consistent with the grantee's purchasing procedures and incurred within the grant period. All obligations incurred during the grant period shall be liquidated within 3 calendar months after the end of the grant period, if practicable.

7. PAYMENTS UNDER THE GRANT

Payments under the grant will be made as follows:

a. The initial payment will be made in the amount set forth on the cover sheet.

b. Final payment will be made on receipt and acceptance by the grant officer of (1) the reports required under condition 17 below, and (2) a final fiscal statement accounting for all expenditures under this grant.

8. UNOBLIGATED FUNDS

Funds remaining unobligated at the end of the grant period cannot be transferred to another grant. The amount of the free or unobligated balance remaining at the end of the grant period shall be returned to the U.S. Department of Labor when the final report for the grant period is submitted. If savings occur in the liquidation of obligations outstanding at the end of the grant period, these become part of the unobligated balance.

9. TRAVEL EXPENSES

Expenses charged for travel shall be governed by the following:

a. Local travel by public carrier at actual costs and by privately owned automobile at the grantee's usual rate.

b. Out-of-town travel at the actual costs of rail or air fare, plus actual costs of subsistence, but not to exceed those allowable under the customary practice of the grantee, except that air travel shall be at less than first class where practicable.

10. SALARIES AND WAGES

The current policies of the grantee institution with respect to administration of salary and wages shall be applied to salaries and wages payable under this grant. The term "administration of salary and wage scales" is interpreted to mean hours of work, overtime rates, outside activities, general wage increases, and individual promotions. Consultants shall be paid at the prevailing rates established by the institution. In exceptional cases where the required caliber of services cannot be obtained at the prevailing rates, a request to pay a higher rate, with justification therefor, shall be submitted to the grant officer for consideration and prior approval before the commitment is made.

11. LEASE-PURCHASE AGREEMENT

The grantees shall not, while using Federal funds in the performance of this grant, lease either real or personal property under terms providing, among other things, for the option to apply rent in whole or in part toward the purchase of the property being leased without prior written consent of the grant officer. Moreover, the grantee agrees to have the substance of this clause inserted in any subcontract or equivalent instrument entered into in performance of the grant.

12. EXPENSES DISALLOWED

No project funds shall be expended for:

a. The purchase of land, or any interest therein; the acquisition or construction of facilities; or the procurement of passenger-carrying vehicles;
b. The cost of meals for employees or officials of the grantee except when in travel status; or
c. Costs incurred before or after the grant period.

13. INTEREST EARNED ON FEDERAL FUNDS

All interest earned on Federal grant funds shall be reported on the financial report for the grant period and shall be returned by check payable to the U.S. Department of Labor.

14. ACCOUNTING FOR PROPERTY

Title to all property furnished by the Government or acquired with grant funds remains in the Government. Upon completion of the project, the grantee shall make a report to MA itemizing all nonconsumable property acquired with grant funds. The grant officer at that time will determine the disposition to be made of such property.

15. ACCOUNTING PROCEDURES AND AUDIT

Accounting for grant funds will be in accordance with grantee institution accounting practices, consistently applied, regardless of the source of funds. Itemization of all supporting records of grant expenditures, including grantee contributions, must be in sufficient detail to show the exact nature of the expenditures. The Office of Management and Budget Circular A-100, December 18, 1970, requires that the grantee's contribution to the project shall be not less in proportion to the total actual charges against the grant than the ratio indicated in the approved budget. Records must be available for audit by Government representatives and must be retained for 3 years after expiration of the grant or until grantee is notified by the grant officer that they may be disposed of.

16. REPORTS

Prior to the end of the grant period, grantee shall submit 10 reasonably durable, bound copies of a final research report covering the activities, research findings, implications, conclusions, and recommendations resulting from the project work. A short summary covering these subjects (four or five paragraphs totaling about 300 words) will either be included in or accompany the report. The form, "Standard Title Page for Technical Reports" must be completed and bound into each copy behind the title page. Said final report shall contain, either in the preface or on the title page, the following acknowledgment:

> "The material in this project was prepared under Grant No(s). (enter appropriate MA numbers) from the Manpower Administration, U.S. Department of Labor, under the authority of title I of the Manpower Development and Training Act of 1962, as amended. Researchers undertaking such projects under Government sponsorship are encouraged to express freely their professional judgment. Therefore, points of view or opinions stated in this document do not necessarily represent the official position or policy of the Department of Labor."

17. QUESTIONNAIRE APPROVAL

No questionnaire or survey plan shall be identified as a Government study or Government-approved study, unless the grantee submits to the grant officer copies of said questionnaires and survey plans for clearance in advance of use, in accordance with the Federal Reports Act of 1942.

18. RIGHTS TO AND DISPOSITION OF DATA

The grantee may publish, cause to be published, or distribute for public consumption any information concerning the results or conclusions of research conducted under this grant, without prior review by the grant officer, provided that such publications contain the acknowledgment required by condition 17 above.

Grantee agrees to furnish 10 copies of each such publication to MA, and agrees, to the extent that the grantee has power to grant such rights, that the Government may duplicate, use, and disclose in any manner and for any purpose whatsoever, and have others so do, all data procured or reports delivered under this grant. It is understood that the grantee may not be required to disclose material of a confidential nature to the Government even though such material has been collected in the performance of this grant. If the grant results in a book or other copyrightable material, the author is free to copyright the work, but the grantee agrees that the Government reserves a royalty-free, nonexclusive, and irrevocable license to reproduce, publish, or otherwise use, and to authorize others to use, all copyrighted material and all material which can be copyrighted resulting from this grant. It is further agreed that in any material prepared under this grant under which a license is reserved to the Government under the preceding sentence, the following language shall be added plainly in the vicinity of the copyright: "Reproduction by the U.S. Government in whole or in part is permitted for any purpose."

19. REVOCATION

a. This grant may be revoked in whole or in part by the grant officer after notice to the grantee, except that a revocation shall not affect any financial commitment which in the judgment of the grant officer had become firm prior to the effective date of the revocation. Upon notice of revocation, the grantee shall make no new commitments and shall cancel and otherwise reduce, insofar as possible, the amount of outstanding commitments and repay to the grant officer, by check payable to the U.S. Department of Labor, the uncommitted balance of all funds that have been paid to the grantee under the terms of this grant.

b. The grantee shall communicate with the grant officer whenever it has reason to believe that circumstances may necessitate revocation of the grant. It is expected that the most common cause for revocation will be inability of the grantee to carry out the program for which the grant was made or inability to adhere to the other conditions set forth in the grant instrument.

20. AVAILABILITY OF THE PRINCIPAL INVESTIGATOR/DOCTORAL CANDIDATE

The availability of the services of the person named in the notice of grant as principal investigator/doctoral candidate is one of the conditions of the grant. Grantee agrees to inform the Government immediately whenever it appears to be impossible for the principal investigator/doctoral candidate to continue to work on the project as planned. Under such circumstances the grant may be revoked unless a substitute is approved by the grant officer.

21. CONTRACTS

a. Unless otherwise provided herein, prior written approval shall not be required for the purchase, lease, or rental by the grantee of articles, supplies, equipment, and services which are both necessary for and merely incidental to the performance of the work required under this grant, except that the following shall require such prior approval of the grant officer:

(1) Purchase of items of property or equipment having a unit value exceeding $250.

(2) Contracts and purchase orders exceeding 5 percent of the total estimated cost of this grant.

(3) Cost, cost-plus-a-fixed-fee, time-and-material, or labor-hour basis contracts.

(4) The purchase of any motor vehicle or airplane.

Nothing herein, however, shall be deemed to provide for the incurrence of any obligation of the Government in excess of estimated cost set forth in this grant or be construed to constitute a determination of the allowability of such cost. The grantee shall not enter into any agreement, under this grant, which provides for payment on a cost-plus-percentage-of-cost basis.

b. The grantee will give the Government immediate notice in writing of any action or suit filed and prompt notice of any claim made against the grantee by any party with whom the grantee has entered into a subcontract and which, in the opinion of the grantee, may result in litigation related in any way to this grant.

22. EQUAL OPPORTUNITY

(The following clause is applicable unless this grant is exempt under the rules, regulations, and relevant orders of the Secretary of Labor (41 CFR, ch. 60).)

During the performance of this grant, the grantee agrees as follows:

a. The grantee will not discriminate against any employee or applicant for employment because of race, color, religion, sex, or national origin. The grantee will take affirmative action to insure that applicants are employed, and that employees are treated during employment, without regard to their race, color, religion, sex, or national origin. Such action shall include, but not be limited to, the following: Employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The grantee agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the grant officer setting forth the provisions of this equal opportunity clause.

b. The grantee will state, in all solicitations or advertisements for employees placed by or on behalf of the grantee, that all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, or national origin.

c. The grantee will send to each labor union or representative of workers with which he has a collective bargaining agreement or other contract or understanding, a notice, to be provided by the agency grant officer, advising the labor union or workers' representative of the grantee's commitments under this equal opportunity clause and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

d. The grantee will comply with all provisions of Executive Order No. 11246 of September 24, 1965, and of the rules, regulations, and relevant orders of the Secretary of Labor.

e. The grantee will furnish all information and reports required by Executive Order No. 11246 of September 24, 1965, and by the rules, regulations, and orders of the Secretary of Labor, or pursuant thereto, and will permit access to his books, records, and accounts by the Department of Labor and the Secretary of Labor for purposes of investigation to ascertain compliance with such rules, regulations, and orders.

f. In the event of the grantee's noncompliance with the equal opportunity clause of this grant or with any of the said rules, regulations, or orders, this grant may be canceled, terminated, or suspended, in whole or in part, and the grantee may be declared ineligible for further Government grants or contracts in accordance with procedures authorized in Executive Order No. 11246 of September 24, 1965, and such other sanctions may be imposed and remedies invoked as provided in Executive Order No. 11246 of September 24, 1965, or by rule, regulation, or order of the Secretary of Labor, or as otherwise provided by law.

g. The grantee will include the provisions of paragraph a. through g. in every subcontract or purchase order unless exempted by rules, regulations, or orders of the Secretary of Labor issued pursuant to section 204 of Executive Order No. 11246 of September 24, 1965, so that such provisions will be binding upon each subcontractor or vendor. The grantee will take such action with respect to any subcontract or purchase order as the Department of Labor may direct as a means of enforcing such provisions, including sanctions for noncompliance. Provided, however, that in the event the grantee becomes involved in, or is threatened with, litigation with a subcontractor or vendor as a result of such direction by the contracting agency, the grantee may request the United States to enter into such litigation to protect the interests of the United States.

23. POLITICAL ACTIVITY

No funds provided hereunder shall be used for any partisan political activity or to further the election or defeat of any candidate for public office, and no part of the administration of the program authorized by this grant shall be intermingled with or closely affiliated with any partisan political activity. In addition, it should be noted that employees of public bodies and community action agencies may be subject to limitations on their political activities under the Hatch Act 5 U.S.C. 1502(a), 18 U.S.C. 595.

24. BUY AMERICAN ACT

a. In acquiring end products, the Buy American Act 41 U.S.C. 10(a) (d) provides that the Government give preference to domestic source end products. For the purpose of this clause:

(1) "Components" mean those articles, materials, and supplies which are directly incorporated in the end products;

(2) "End products" mean those articles, materials, and supplies which are to be acquired under this grant for public use, and

(3) A "domestic source end product" means:

(a) an unmanufactured end product which has been mined or produced in the United State, and

(b) an end product manufactured in the United States if the cost of components thereof which are mined, produced, or manufactured in the United States exceeds 50 percent of the cost of all its components. For the purpose of this a. (3)(b), components of foreign origin of the same type or kind as the products referred to in b. (2) or (3) of this clause shall be treated as components mined, produced, or manufactured in the United States.

b. The grantee agrees that there will be delivered under this grant only domestic source end products, except end products:

(1) Which are for use outside the United States;

(2) Which the Government determines are not mined, produced, or manufactured in the United States in sufficient and reasonably available commercial quantities and of a satisfactory quality;

(3) As to which the Secretary determines the domestic preference to be inconsistent with the public interest; or

(4) As to which the Secretary determines the cost to the Government to be unreasonable.

(The foregoing requirements are administered in accordance with Executive Order No. 10582, dated December 17, 1954.)

25. COVENANT AGAINST CONTINGENT FEES

The grantee warrants that no person or selling agency or other organization has been employed or retained to solicit or secure this grant upon an agreement or understanding for a commission, percentage, brokerage, or contingent fee, excepting bona fide employees or bona fide established commercial or selling agencies maintained by the grantee for the purpose of securing business. For breach or violation of this warranty, the Government shall have the right to annul this grant without liability or, in its discretion, to deduct from the grant award, or consideration, or otherwise recover, the full amount of such commission, percentage, brokerage, or contingent fee.

26. OFFICIALS NOT TO BENEFIT

No member of or delegate to Congress, or resident commissioner, shall be admitted to any share or part of this grant, or to any benefit that may arise therefrom; but this provision shall not be construed to extend to this grant if made with a corporation for its general benefit.

27. DISCLAIMER OF LIABILITY

Liabilities for the project supported by this grant are that of the grantee and not the Federal Government, which assumes no liability with respect to accidents, illnesses, or claims arising out of the grant. Accordingly, the grantee is advised to take such steps to insure or protect itself as it may deem desirable.

U.S. DEPARTMENT OF LABOR

NOTICE OF GRANT AWARD: Under authority of the Manpower Development and Training Act of 1962 (42 U.S.C. 2571)

GRANT NO.: ________ GRANT PERIOD: From ________ through ________

PROPOSAL Number ________ Title:

GRANTEE:

☐ Principal Investigator

Name: ________

☐ Doctoral Candidate

APPROVED BUDGET FOR THIS AWARD PERIOD:

INITIAL PAYMENT (See Condition 7) ---- $ ________

TOTAL AMOUNT OF THIS GRANT — $ ________

TOTAL GRANTEE CONTRIBUTION — $ ________

TOTAL PROJECT BUDGET ———— $ ________

General level of support recommended for this project following this grant period:

Period: ________

Amount: $ ________

CONDITIONS: This Grant is made in support of the proposal which is a part of this Grant and is incorporated as Attachment 1, and is made subject to the Conditions 1 through ____ set forth in Attachment 2, except condition(s) ____, which is (are) deleted.

Grantee accepts this Grant and the conditions of its approval.

BY: ________

TITLE: ________

DATE: ________

Secretary of Labor, U.S. Department of Labor.

BY: ________

TITLE: Director, Office of Research and Development

DATE: ________

Appendix B

Manpower Development and Training Act of 1962, Title I, as Amended[1]

AN ACT

Relating to manpower requirements, resources, development, and utilization, and for other purposes.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, That this Act may be cited as the "Manpower Development and Training Act of 1962"

TITLE I–MANPOWER REQUIREMENTS, DEVELOPMENT, AND UTILIZATION

Statement of Findings and Purpose

SEC. 101. The Congress finds that there is critical need for more and better trained personnel in many vital occupational categories, including professional, scientific, technical, and apprenticeable categories; that even in periods of high unemployment many employment opportunities remain unfilled because of the shortages of qualified personnel; and that it is in the national interest that current and prospective manpower shortages be identified and that persons who can be qualified for these positions through education and training be sought out and trained as quickly as is reasonably possible, in order that the Nation may meet the staffing requirements of the struggle for freedom. The Congress further finds that the skills of many persons have been rendered obsolete by dislocations in the economy arising from automation or other technological developments, foreign competition, relocation of industry, shifts in market demands, and other changes in the structure of the economy; that Government leadership is necessary to insure that the benefits of automation do not become burdens of widespread unemployment; that the problem of assuring sufficient employment opportunities will be compounded by the extraordinarily rapid growth of the labor force in the next decade, particularly by the entrance of young people into the labor force; that improved planning and expanded efforts will be required to assure that men, women, and young people will be trained and available to meet shifting employment needs; that many persons now unemployed or underemployed, in order to become qualified for reemployment or full employment must be assisted in providing themselves with skills which are or will be in demand in the labor market; that the skills of many persons now employed are inadequate to enable them to make their maximum contribution to the Nation's economy; and that it is in the national interest that the opportunity to acquire new skills be afforded to these people with the least delay in order to alleviate the hardships of unemployment, reduce the costs of unemployment compensation and public assistance, and to increase the Nation's productivity and its capacity to meet the requirements of the space age. The Congress further finds that many professional employees who have become unemployed because of the specialized nature of their previous employment are in need of brief refresher or reorientation educational courses in order to become qualified for other employment in their professions, where such training would further the purposes of this Act. It is therefore the purpose of this Act to require the Federal Government to appraise the manpower requirements and resources of the Nation, and to develop and apply the information and methods needed to deal with the problems of unemployment resulting from automation and technological changes and other types of persistent unemployment.

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[1] 42 U.S.C. 2571 et seq. P.L. 87 - 415, Mar. 15, 1962, 76 Stat. 24 - 33, as amended by (a) P.L. 87 - 729, Oct. 1, 1962, 76 Stat. 679, (b) P.L. 88 - 214, Dec. 19, 1963, 77 Stat. 422, (c) P.L. 89 - 15, Apr. 26, 1965, 79 Stat. 75, (d) P.L. 89 - 792, Nov. 7, 1966, 80 Stat. 1434, (e) P.L. 80 - 794, Nov. 8, 1966, 80 Stat. 1451, (f) P.L. 90 - 636, Oct. 24, 1968, 82 Stat. 1352, and (g) P.L. 92-277, Apr. 24, 1972, 85 Stat. 124.

Evaluation, Information, and Research

SEC. 102. To assist the Nation in accomplishing the objectives of technological progress while avoiding or minimizing individual hardship and widespread unemployment, the Secretary of Labor shall—

(1) evaluate the impact of, and benefits and problems created by automation, technological progress, and other changes in the structure of production and demand on the use of the Nation's human resources; establish techniques and methods for detecting in advance the potential impact of such developments; develop solutions to these problems, and publish findings pertaining thereto;

(2) establish a program of factual studies of practices of employers and unions which tend to impede the mobility of workers or which facilitate mobility, including but not limited to early retirement and vesting provisions and practices under private compensation plans; the extension of health, welfare, and insurance benefits to laid-off workers; the operation of severance pay plans and the use of extended leave plans for education and training purposes. A report on these studies shall be included as part of the Secretary's report required under section 107;

(3) appraise the adequacy of the Nation's manpower development efforts to meet foreseeable manpower needs and recommend needed adjustment, including methods for promoting the most effective occupational utilization of and providing useful work experience and training opportunities for untrained and inexperienced youth;

(4) promote, encourage, or directly engage in programs of information and communication concerning manpower requirements, development, and utilization, including prevention and amelioration of undesirable manpower effects from automation and other technological developments and improvement of the mobility of workers;

(5) arrange, through grants or contracts, for the conduct of such research and investigations as give promise of furthering the objectives of this Act; and

(6) establish a program of experimental, developmental, demonstration, and pilot projects, through grants to or contracts with public or private nonprofit organizations, or through contracts with other private organizations, for the purpose of improving techniques and demonstrating the effectiveness of specialized methods in meeting the manpower, employment, and training problems of worker groups such as the long-term unemployed, disadvantaged youth, displaced older workers, the handicapped, members of minority groups, and other similar groups. In carrying out this subsection the Secretary of Labor shall, where appropriate, consult with the Secretaries of Health, Education, and Welfare, and Commerce, and the Director of the Office of Economic Opportunity. Where programs under this paragraph require institutional training, appropriate arrangements for such training shall be agreed to by the Secretary of Labor and the Secretary of Health, Education, and Welfare. He shall also seek the advice of consultants with respect to the standards governing the adequacy and design of proposals, the ability of applicants, and the priority of projects in meeting the objectives of this Act.

Job Development Programs

SEC. 103. The Secretary of Labor shall stimulate and assist, in cooperation with interested agencies both public and private, job development programs, through on-the-job training and other suitable methods, that will serve to expand employment by the filling of those services and related needs which are not now being met because of lack of trained workers or other reasons affecting employment or opportunities for employment.

Labor Mobility Demonstration Projects

SEC. 104. (a) During the period ending June 30, 1970, the Secretary of Labor shall develop and carry out, in a limited number of geographical areas, pilot projects designed to assess or demonstrate the effectiveness in reducing unemployment of programs to increase the mobility of unemployed workers by providing assistance to meet their relocation expenses. In carrying out such projects the Secretary may provide such assistance, in the form of grants or loans, or both, only to involuntarily unemployed individuals who cannot reasonably be expected to secure full-time employment in the community in which they reside, have bona fide offers of employment (other than temporary or seasonal employment), and are deemed qualified to perform the work for which they are being employed.

(b) Loans or grants provided under this section shall be subject to such terms and conditions as the Secretary shall prescribe, with loans subject to the following limitations:

(1) there is reasonable assurance of repayment of the loan;

(2) the credit is not otherwise available on reasonable terms from private sources or other Federal, State, or local programs;

(3) the amount of the loan, together with other funds available, is adequate to assure achievement of the purposes for which the loan is made;

(4) the loan bears interest at a rate not less than (A) a rate determined by the Secretary of the Treasury, taking into consideration the average market yield on outstanding Treasury obligations of comparable maturity, plus (B) such additional charge, if any, toward covering other costs of the program as the Secretary may determine to be consistent with its purposes; and

(5) the loan is repayable within not more than ten years.

(c) Of the funds appropriated for a fiscal year to carry out this Act, not more than $5,000,000 may be used for the purposes of this section.

Trainee Placement Assistance Demonstration Projects

SEC. 105. During the period ending June 30, 1970, the Secretary of Labor shall develop and carry out experimental and demonstration projects to assist in the placement of persons seeking employment through a public employment office who have successfully completed or participated in a federally assisted or financed training, counseling, work training, or work experience program and who, after appropriate counseling, have been found by the Secretary to be qualified and suitable for the employment in question, but to whom employment is or may be denied for reasons other than ability to perform, including difficulty in securing bonds for indemnifying their employers against loss from the infidelity, dishonesty, or default of such persons. In carrying out these projects the Secretary may make payments to or contracts with employers or institutions authorized to indemnify employers against such losses. Of the funds appropriated for a fiscal year to carry out this Act, not more than $300,000 may be used for purposes of this section.

Labor Market Information and Job Matching Program

SEC. 106. (a) The Secretary of Labor shall develop a comprehensive system of labor market information on a national, State, local, or other appropriate basis, including but not limited to information regarding—

(1) the nature and extent of impediments to the maximum development of individual employment potential including the number and

characteristics of all persons requiring manpower services;

(2) job opportunities and skill requirements;

(3) labor supply in various skills;

(4) occupational outlook and employment trends in various occupations; and

(5) in cooperation and after consultation with the Secretary of Commerce, economic and business development and location trends.

Information collected under this subsection shall be developed and made available in a timely fashion in order to meet in a comprehensive manner the needs of public and private users, including the need for such information in recruitment, counseling, education, training, placement, job development, and other appropriate activities under this Act and under the Economic Opportunity Act of 1964, the Social Security Act, the Public Works and Economic Development Act of 1965, the Wagner-Peyser Act, the Vocational Education Act of 1963, the Vocational Rehabilitation Act, the Demonstration Cities and Metropolitan Development Act of 1966, and other relevant Federal statutes.

(b) The Secretary of Labor shall develop and publish on a regular basis information on available job opportunities throughout the United States on a National, State, local, or other appropriate basis for use in public and private job placement and related activities and in connection with job matching programs conducted pursuant to this subsection. The Secretary is directed to develop and establish a program for matching the qualifications of unemployed, underemployed, and low-income persons with employer requirements and job opportunities on a National, State, local, or other appropriate basis. Such programs shall be designed to provide a quick and direct means of communication among local recruitment, job training and placement agencies and organizations, and between such agencies and organizations on a National, State, local or other appropriate basis, with a view to the referral and placement of such persons in jobs. In the development of such a program, the Secretary shall make maximum possible use of electronic data processing and telecommunication systems for the storage, retrieval, and communication of job and worker information.

(c) A report on the activities and achievements under this section shall be included in the report required under section 107.

(d) Not less than 2 per centum of the sums appropriated in any fiscal year to carry out titles I, II, and III of this Act shall be available only for carrying out the provisions of subsection (b) of this section.

Manpower Report

SEC. 107. The Secretary of Labor shall make such reports and recommendations to the President as he deems appropriate pertaining to manpower requirements, resources, use, and training; and the President shall transmit to the Congress within sixty days after the beginning of each regular session (commencing with the year 1963) a report pertaining to manpower requirements, resources, utilization, and training.

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D. INDEX OF RESEARCH SUBJECTS

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